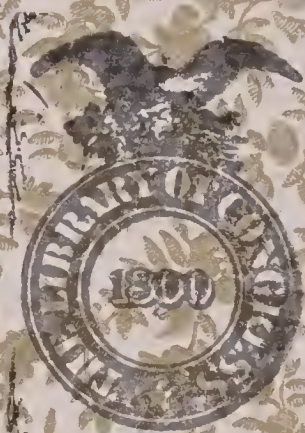


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J. J. SULLIVAN

1914





Constitution

BY-LAWS, GENERAL LAWS AND CONVENTION LAWS

of the

INTERNATIONAL TYPOGRAPHICAL UNION AND UNION PRINTERS HOME

Together With

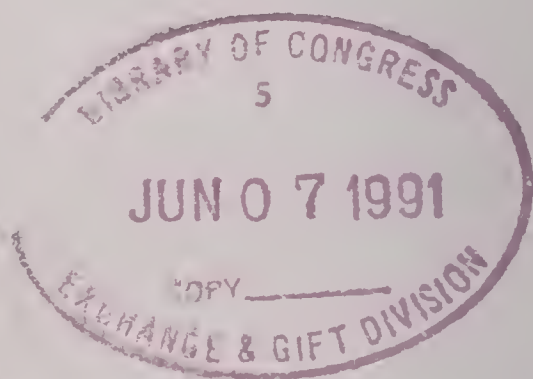
The Terms of Amalgamation With the German-American
Typographia and the Joint Agreement Made When
Organizing the International Allied Print-
ing Trades Association



PUBLISHED BY
THE INTERNATIONAL TYPOGRAPHICAL UNION
635-650 NEWTON CLAYPOOL BUILDING
INDIANAPOLIS, INDIANA
1914

THE NATIONAL TYPOGRAPHICAL UNION WAS ORGANIZED
MAY THREE, EIGHTEEN FIFTY-TWO, IN CINCINNATI, OHIO
THE NAME OF THE ORGANIZATION WAS CHANGED TO THE
INTERNATIONAL TYPOGRAPHICAL UNION, JUNE ELEVEN
EIGHTEEN SIXTY-NINE, AT THE SEVENTEENTH ANNUAL
SESSION, HELD IN ALBANY, NEW YORK

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1914



Gift of A. V. Hollenbeck

The Hollenbeck Press, Indianapolis

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CONSTITUTION

ARTICLE I.—JURISDICTION.

SECTION 1. This body shall be known as the INTERNATIONAL TYPOGRAPHICAL UNION OF NORTH AMERICA. Its jurisdiction shall include all branches of the printing and kindred trades, other than those over which jurisdiction has been conceded by agreement. In it alone is vested power to establish subordinate unions of printers (printers, proofreaders who are practical printers, machine tenders, and all other skilled employes not otherwise herein excepted), mailers and kindred trades, and its mandates must be obeyed at all times and under all circumstances. To the International Typographical Union of North America is reserved the right to fix, regulate and determine all matters pertaining to fellowship in its branches of the printing and kindred trades; while to subordinate unions is conceded the right to make all necessary laws for local government which do not conflict with the laws of the International Union. In cases where allied trades have formed district unions the powers hereinafter specified shall be delegated to said trade district unions.

SEC. 2. A charter may be issued to ten or more printers, and to five or more of the allied crafts or kindred trades in any city or town. Only one English-speaking subordinate union in any distinctive craft shall be chartered in the same place; but a charter may be granted to printers of, and working in, a foreign tongue, and such printers may join an English-speaking union in any place where a union in their mother tongue does not exist.

SEC. 2. The distinctive names of the several subordinate branches shall be: Of the printers, typographical union; of the mailers, mailers' union; and of other allied crafts or trades, if such there be, the distinctive name of each branch.

ARTICLE II.—LAWS.

SECTION 1. The International Typographical Union may enact and enforce laws for its government and that of subordinate unions and members thereof throughout its jurisdiction.

SEC. 2. The laws of the International Typographical Union shall be comprised in:

(a) The Constitution, which shall contain the outline, fundamental principles and policies of the organization, the jurisdiction of the International Typographical Union and local unions, the list of officers and their general duties and salaries, and all matters pertaining to the raising of revenue.

(b) The By-Laws, which shall contain laws relating to the qualification and election of officers and their specific duties, the election of delegates, and the auditing of International accounts.

(c) The General Laws, which shall contain all matters pertaining to the relations of members and local unions to each other, and to employers and others outside the jurisdiction of the union.

(d) The convention laws, which shall contain all laws, rules of order, committees, etc., relative to the convention and its deliberations.

(e) Laws instituting and relating to a system of benefits and laws providing for the care of invalid and aged and infirm members in good standing.

SEC. 3. The Constitution shall only be amended by referendum vote, in the manner hereinafter set forth.

SEC. 4. By-Laws and General Laws may be enacted by the conventions of the International Typographical

Union, but shall in nowise conflict with the Constitution, or any part thereof.

ARTICLE III.—CONVENTIONS.

SECTION 1. The conventions of the International Typographical Union shall be held annually on the second Monday in August at such place as the delegates in convention assembled may designate. All the arrangements for the same to be made by and at the expense of the International Typographical Union.

ARTICLE IV.—REPRESENTATION.

SECTION 1. Subordinate unions are entitled to representation in conventions of the International Typographical Union according to the following apportionment: Unions with one hundred members or less, one delegate; more than one hundred and less than five hundred members, two delegates; more than five hundred and less than one thousand members, three delegates; and one thousand or any greater number of members, four delegates. Two or more subordinate unions, having a membership of less than one hundred members each, may combine and elect one delegate, the certificate of a delegate so chosen to be signed by the president and secretary of each of the unions he represents.

SEC. 2. Each delegate shall be entitled to one vote, and no proxies shall be allowed.

ARTICLE V.—OFFICERS AND ELECTIONS.

SECTION 1. The elective officers of the International Typographical Union shall be a President, a First Vice-President, a Second Vice-President, a Vice-President for each of the allied crafts, a Secretary-Treasurer, such number of delegates to the American Federation of Labor as this body is entitled to by law, such number of nominees as may be necessary to fill vacancies in the membership of the Union Printers Home corporation, and an Agent of the Union Printers Home.

SEC. 2. The elective officers of the International

Typographical Union shall be nominated by the local unions and elected by the membership in a manner which shall be specifically set forth in the By-Laws.

SEC. 3. The term of office of all elective officers shall be for two years, or until their successors are elected and qualified.

ARTICLE VI.—DUTIES OF OFFICERS.

THE PRESIDENT.

SECTION 1. The President shall attend and preside at all conventions of the International Typographical Union during his term of office; he shall at all times exercise a general supervision over all officers of the International Union; he shall make his official residence in the city of Indianapolis, and shall give his entire time to the duties of his office; he shall have authority, should he become satisfied that any officer is derelict in the performance of any duty, or has been guilty of any dishonest act, to suspend such officer from his official position. He shall be *ex officio* the nominee of the International Typographical Union for the office of President of the Union Printers Home corporation, and one of the delegates to the American Federation of Labor. He shall perform such other duties as appertain to his office or as may be required by law.

THE VICE-PRESIDENTS.

SEC. 2. The First Vice-President shall assist the President in the discharge of his duties, and shall perform the duties of President in his absence, death, incapacity or resignation from office. He shall attend all sessions of the International Typographical Union.

SEC. 3. The Second Vice-President shall discharge such duties as are more particularly set forth in the treaty of amalgamation between this Union and the German-American Typographia.

SEC. 4. Each Vice-President allotted to the allied crafts shall have a vote in the Executive Council on such matters as appertain to his craft.

THE SECRETARY-TREASURER.

SEC. 5. The Secretary-Treasurer shall attend all conventions of the International Union, and shall devote his entire time to the business of this union; he shall, in connection with the president, establish an office in the city of Indianapolis, which shall be the official headquarters of the International Union, and where all books, records, etc., shall be kept; he shall be the custodian of the funds of the International Union, and shall, under the direction of the Executive Council deposit all funds of the International Union in some responsible bank or banks in said city; he shall give bond with a solvent guarantee company as surety payable to the President as trustee for the International Typographical Union and its members in the sum of \$50,000 previous to assuming office, which bond shall be paid for by this union and shall be approved by the Executive Council; he shall also be secretary of the Executive Council, and perform such other duties as may be required by law. He shall be *ex officio* the nominee of the International Typographical Union for the office of Secretary-Treasurer of the Union Printers Home corporation. Any bond executed by a guarantee company to the President as aforesaid shall inure to the successors of such President as trustee for the International Typographical Union and its members, and for any breach of such bond the President as trustee for the International Typographical Union and its members is hereby authorized to bring suit in his name as such President for the benefit of the International Typographical Union and its members.

THE EXECUTIVE COUNCIL.

SEC. 6. There shall be an Executive Council, consisting of the President, the Second Vice-President and Secretary-Treasurer, which body shall have general

supervision of the business of the International Union and of subordinate unions.

THE AGENT.

SEC. 7. It shall be the duty of the Agent, in the event of the Union Printers Home corporation neglecting or refusing to comply with the provisions of the deed under which the land on which the Home is situated was transferred, or disobeying any of the orders of the International Typographical Union, to enter upon and take full possession of the property as the custodian of the International Typographical Union: *Provided* That it shall be the duty of the Agent to attend one meeting of the Board of Trustees during his tenure of office.

THE REPRESENTATIVES.

SEC. 8. The President, with the approval of the Executive Council, shall have power to appoint all necessary representatives. The appointment of any representative may be revoked by the Executive Council for just cause. Representatives shall assist in the organization of new unions, under direction and control of the President, and perform such other* duties as may be assigned them by the President or the Executive Council.

ARTICLE VII.—VACANCIES IN OFFICE.

SECTION 1. In case of the death, resignation, disqualification or refusal to serve of any officer, other than the President, the Executive Council shall select a successor for the unexpired term, except where said officers represent a craft organized as a trade district union.

ARTICLE VIII.—SALARIES AND EXPENSES.

SECTION 1. The salary of the President, Vice-Presidents and Secretary-Treasurer, in full for the services rendered by each of said officers during term of office, shall be the sums following: For the President, for services rendered as President of the International

Typographical Union and as President of the Board of Trustees of the Union Printers Home, \$3,500 per annum; First Vice-President, \$150 and traveling expenses to and from the conventions of the International Typographical Union; Second Vice-President, \$500 per annum; Mailer Vice-President, \$300 per annum; and Secretary-Treasurer, for services rendered as Secretary-Treasurer of the International Typographical Union and as Secretary-Treasurer of the Board of Trustees of the Union Printers Home, \$3,500 per annum.

SEC. 2. The compensation of any officer other than President, Second Vice-President or Secretary-Treasurer, or any member performing service under direction of the President or Executive Council, shall be an amount for time lost equal to his earning capacity, or, if unemployed, the regular scale of his union, but not less than \$4 per day.

SEC. 3. When any officer or member is required to perform service away from his home, he shall be allowed, in addition to the amounts set forth above, first-class railroad fare by the shortest route to and from his destination, and actual hotel expenses: *Provided*, That an itemized bill shall in all cases be rendered.

SEC. 4. The President and Secretary-Treasurer shall, on their first election, be entitled to traveling expenses from their homes to the headquarters of the International Union, and also on return at close of official term. They shall also be allowed a vacation of thirty days in each year, but such vacation shall not interrupt the ordinary workings of their offices.

ARTICLE IX.—REVENUE AND FUNDS.

SECTION 1. The revenue of the International Typographical Union shall be derived as follows: From dues, which shall be 40 cents per month per member; an additional one-half of 1 per cent assessment on

earnings of members for old age pension fund, and an additional one-half of 1 per cent assessment on earnings of members for the mortuary benefit fund; from charters for subordinate unions; from necessary supplies at prices to be fixed by law. International dues for each month shall be collected by subordinate unions, and shall be transmitted to the secretary-treasurer of the International Typographical Union before the twentieth of the succeeding month. Unions failing to comply with this provision shall be considered delinquent and debarred from benefits: *Provided*, That unions located so far from headquarters as to make it impossible for their dues to reach there within the prescribed time shall not be considered delinquent if their remittances bear postmark date prior to the fifteenth of the succeeding month.

SEC. 2. In addition to the monthly dues provided in this article every member (except members of the Typographia and those domiciled at the Union Printers Home) shall pay the sum of 5 cents monthly as a subscription to The Typographical Journal, the same to be collected with the monthly dues and transmitted to the Secretary-Treasurer of the International Union to be placed to the credit of the general fund.

SEC. 3. The dues of the International Typographical Union shall be apportioned to the several funds as follows: Fifteen cents to the Union Printers Home fund, one-half of 1 per cent on earnings of members to the old age pension fund; one-half of 1 per cent on earnings of members to the mortuary fund; the balance to the general fund.

SEC. 4. The general fund shall be used to defray all expenses of the International Typographical Union except disbursements for the pension fund, the mortuary fund and the Home fund.

SEC. 5. On the death of each member in good

standing, a death benefit shall be paid to the designated beneficiary in amounts as follows:

For a membership of one year or less, \$75.

For a membership of more than one year and less than two years, \$100.

For a membership of two years and less than three years, \$125.

For a membership of three years and less than four years, \$200.

For a membership of four years and less than five years, \$300.

For a membership of five years or over, \$400.

SEC. 6. The mortuary benefit fund shall be used for the purpose of disbursing mortuary benefits to the designated beneficiaries of deceased members.

SEC. 7. All moneys to the credit of the Union Printers Home fund shall be transferred to the Secretary-Treasurer of the Union Printers Home corporation.

SEC. 8. The old age pension fund shall be used for the purpose of maintaining and disbursing pensions to aged and superannuated members.

SEC. 9. The Executive Council shall have the power and authority to transfer money of this union from one fund to another whenever deemed necessary to maintain the integrity of this organization.

ARTICLE X.—PENALTIES.

SECTION 1. The charter of any subordinate union which shall fail or refuse to pay its per capita tax and other moneys, or any part thereof, within three months after becoming due, shall be suspended. The Secretary-Treasurer shall give such derelict union thirty days' notice of the action to be taken.

SEC. 2. Any subordinate union which shall fail to make reports required by law or the Executive Council, or which shall neglect or refuse to obey any law or legal mandate of the International Typographical Union

or Executive Council, may be fined or have its charter suspended by the Executive Council.

SEC. 3. Any officer of the International Union may be impeached by the Executive Council, and if the charges are proven shall be disqualified to further discharge the duties of his office, and a successor shall be appointed, as already provided for.

ARTICLE XI.—APPEALS.

SECTION 1. All appeals from the decision of a subordinate union shall be submitted, in written or printed form only, to the Executive Council of the International Typographical Union (one copy of complete papers to be furnished the Executive Council. Both appellant and respondent must retain complete copies to be used in case of appeal to convention), and decision rendered by that body, except in cases where allied crafts are organized as trade district unions. Should either party feel aggrieved at the decision of the Executive Council he shall have the right of appeal, in printed form only, to the succeeding convention of the International Typographical Union, which judgment shall be final.

SEC. 2. Appellant and respondent shall furnish copies of papers in complete form to each other, and shall be entitled to submit replies to these original articles. In appeals to the convention, the same procedure shall be followed.

ARTICLE XII.—OBLIGATION.

SECTION 1. All subordinate unions shall have an article in their constitution which shall read as follows:

OBLIGATION FOR MEMBERS.

Every person admitted as a member of this union shall subscribe to the following obligation, which shall apply only to matters pertaining to the printing industry:

I (give name) hereby solemnly and sincerely swear (or affirm) that I will not reveal any business or pro-

ceedings of any meeting of this or any subordinate union to which I may hereafter be attached, unless by order of the union, except to those whom I know to be members in good standing thereof; that I will, without equivocation or evasion, and to the best of my ability, abide by the Constitution, By-Laws and the adopted scale of prices of any union to which I may belong; that I will at all times support the laws, regulations, and decisions of the International Typographical Union, and will carefully avoid giving aid or succor to its enemies, and use all honorable means within my power to procure employment for members of the International Typographical Union in preference to others; that my fidelity to the union and my duty to the members thereof shall in no sense be interfered with by any allegiance that I may now or hereafter owe to any other organization, social, political or religious, secret or otherwise; that I will belong to no society or combination composed wholly or partly of printers, with the intent or purpose to interfere with the trade regulations or influence or control the legislation of this union; that I will not wrong a member, or see him or her wronged, if in my power to prevent. To all of which I pledge my most sacred honor.

OBLIGATION FOR DELEGATES.

SEC. 2. The following obligation shall be administered to each and every International Typographical Union delegate immediately after the approval of the report of the Secretary-Treasurer:

I (repeat name individually) solemnly swear (or affirm) that I do not now belong, nor will I belong at any time in the future, to any society or combination composed wholly or partly of members of this International Typographical Union, or any other union under its jurisdiction, the intent and purpose of which is to interfere with the trade regulations or influence or control the legislation of this or any other union, or the selection or election of any officer or officers.

ARTICLE XIII.—TRADE DISTRICT UNIONS.

SECTION 1. Any of the allied trades under the jurisdiction of this organization may form a Trade District Union.

SEC. 2. Such Trade District Union shall have the following powers, privileges and rights, and as may be more specifically set forth in the By-Laws:

(a) To charter, establish and form unions of its craft. Charters to be procured from the International Typographical Union.

(b) To issue and control traveling cards to members working at its craft.

(c) To make all laws for the sole government of its craft.

(d) To decide all matters in dispute solely affecting members of its union.

(e) To elect officers of the Trade District Union, the President of which shall be a Vice-President of the International Typographical Union.

(f) To collect and forward to the Secretary-Treasurer of the International Typographical Union all per capita tax due from subordinate unions of its craft.

SEC. 3. Such powers, privileges and rights shall not work to repeal or affect the laws of the International Typographical Union regarding revenue, per capita tax, benefits, strikes and lockouts, the six-day law, and allied trades council laws.

ARTICLE XIV.—TRAVELING CARD AND WITHDRAWAL CARD.

SECTION 1. The International Union shall issue, in blank form, cards of appropriate design, to be known as the "Traveling Card," and the "Withdrawal Card," which shall be furnished subordinate unions, except trade district unions, at prices fixed by law, to be used by members in good standing, on proper application being made therefor.

ARTICLE XV.—THE OFFICIAL PAPER.

SECTION 1. There shall be published monthly by the Secretary-Treasurer a paper of forty-eight or more pages, to be non-political and non-sectarian, and to be known as "The Typographical Journal: Official Paper of the International Typographical Union of North America," which shall be, so far as practicable, the International Typographical Union's official organ of communication to subordinate unions.

ARTICLE XVI.—THE LABEL.

SECTION 1. The label, stamp or device used, and intended to be used, by this Union, for the purpose of distinguishing the products of the labor of the members of this Union, shall consist of an imprint containing the words "Typographical Union Label," together with the name of the city or town in which is located the local union using said label. Said label is, and shall be, imprinted from electrotype cuts, and, in so far as practicable, shall be of the following design:



SEC. 2. This Union shall, through its principal officers, cause said label, stamp or device to be registered in all states and territories and provinces where registration is or may hereafter be authorized by law, and all registrations heretofore made of said label are hereby adopted and confirmed; and shall, through its principal officers, issue to local unions or subordinate bodies said label, stamp or device in such sizes as may be necessary and expedient.

SEC. 3. No subordinate union or combination of subordinate unions shall issue a label of different design than contained in Section 1 of this article, nor shall more than one design be used in any jurisdiction.

ARTICLE XVII.—AMENDMENTS.

SECTION 1. Amendments to this Constitution shall be submitted to the convention of the International Union, and such amendments as are favorably acted upon by said convention shall be referred to subordinate unions, and by the subordinate unions to the membership at large. Subordinate unions shall then discuss the proposed amendments, and at a date which shall be designated by the Executive Council, but which must be within three months from the adjournment of the convention, the proposed amendments shall be voted upon by the members of subordinate unions, and the vote in detail forwarded, under seal, to the Secretary-Treasurer of the International Typographical Union, within ten days after the date set by the Executive Council for the taking of said vote, when the International President and Secretary-Treasurer, and one member of the local union, who shall be selected by the President of this body, shall canvass the vote and declare the result to the craft, and should a majority of the votes cast be in favor of the amendment it shall go in effect on the date fixed in Section 4 of this article.

SEC. 2. The convention of the International Typographical Union shall have power to enact by-laws and general laws for the government of the craft, but all laws involving an increased taxation shall be submitted to a referendum vote.

SEC. 3. Whenever one hundred subordinate unions shall petition the Executive Council for the submission of any proposition or amendment, the endorsements of such petition having been secured within three months, the proposition or amendment shall be submitted to the membership* within three months of the receipt of the required number of petitions, and the vote taken and canvassed in the same manner as amendments and propositions referred to the membership by the convention of the International Typographical Union: *Provided*, The Executive Council

may submit to referendum vote propositions which require immediate action without petition of one hundred local unions. All such propositions and amendments shall be published to the craft a reasonable time before the vote thereon.

SEC. 4. All new laws and resolutions adopted by the membership of the International Typographical Union, unless otherwise provided, shall be in force and effect sixty days after the canvass of the vote on the same.

SEC. 5. The By-Laws and General Laws adopted by the convention of the International Typographical Union shall go into effect at the same time as laws and amendments submitted to the membership by the same convention.

ARTICLE XVIII.—CONFLICTS AND CHANGES.

SECTION 1. All laws and parts of laws in conflict with this Constitution are hereby repealed or changed in accordance therewith, and the Secretary-Treasurer is hereby authorized to make necessary changes.

BY-LAWS

ARTICLE I.—QUALIFICATIONS OF OFFICERS.

SECTION 1. The qualifications of candidates for office in the International Typographical Union shall be as follows: 1. Membership in the International Union and in continuous good standing for at least one year, and freedom from delinquency of any nature to the International or subordinate unions. 2. Membership in a subordinate union which has paid per capita tax and discharged all other financial obligations due this International Union. 3. For Second Vice-President, membership in the German-American Typographia; for Third Vice-President, membership in a mailers' union. 4. Candidates for office in trade district unions who, by virtue of their office, become officers of the International Union, shall, in addition to the preceding qualifications, be subject to the qualifications provided for in the laws of their respective trade district unions.

ARTICLE II.—INTERNATIONAL ELECTIONS.

SECTION 1. Members of subordinate unions who desire to be candidates for office in the International Typographical Union shall announce such candidacy in the December and January issues of The Typographical Journal preceding the date fixed by law for the making of nominations. Announcements shall not exceed in space four lines of six-point type the full

width of one column of The Typographical Journal, and shall contain the following:

Name
 Candidate for
 Member ofUnion No.....
 Continuous active member foryears

These announcements shall be properly classified under the heading of "Candidates for International Offices" and shall be further classified under appropriate sub-headings designating the office for which the member is a candidate, and this publication shall be an official notification to the officers and members of subordinate unions of the candidacy of such members for the office designated.

SEC. 2. Subordinate unions may nominate at the regular meeting in February one candidate for each elective office. Nominations shall be made by ballot and the names of all members who have announced their candidacy as is provided in the preceding section shall appear thereon. Candidates for president, first vice-president and secretary-treasurer who receive a majority of the votes cast shall be recorded as having received the endorsement of the union. Candidates for other offices who receive the highest number of votes shall be recorded as having received the endorsement of the union. It shall be the duty of one of the secretaries of each subordinate union taking action to immediately notify the secretary-treasurer, who is directed to close nominations at 12 M. (noon) on March 8, those received after that time to be disregarded; the secretary-treasurer shall publish in the April issue of The Typographical Journal a list of nominees and nominators, declaring the five candidates for each office who have been supported by the largest number of unions as nominees for the offices for which they were respectively named: *Provided*, That candidates for the offices of president and secretary-treasurer shall have at least fifty endorsers, and all

other candidates, except those for offices allotted to the allied crafts, shall have at least twenty endorsers. Candidates for offices allotted to the allied crafts shall have at least five endorsers.

SEC. 3. Within twenty-four hours after closing of nominations, the Secretary-Treasurer shall mail notices of their nomination to all eligible candidates, and each candidate so notified shall, on or before 12 M. (noon) of March 25, inform said Secretary-Treasurer of his acceptance of the nomination. Each candidate shall also file with the Secretary-Treasurer a statement that he or she is eligible under the provisions of Section 1, Article I, By-Laws, and said statement shall be attested by the president and secretary of the local union, with the seal of the union attached. On failure to comply with this law it shall be the duty of the Secretary-Treasurer to strike the delinquent's name from the list, inserting in lieu thereof the name of the next eligible candidate. He shall also forward with his acceptance of the nomination, if he desires to use the space allotted him, his letter for the April issue of The Typographical Journal provided for in the following section.

SEC. 4. Candidates who have received the requisite number of endorsements and who have filed their acceptance of the nomination for office sought shall be entitled to space in the April and May issues of The Typographical Journal for the publication of reasons and arguments in support of their candidacy, such matter to be personally prepared by the candidates, and no candidate shall issue, or sanction the issuance of, any other literature or printed matter in his behalf, unless signed by the candidate or three members in good standing of the International Typographical Union: *Provided*, That the letters of candidates for President and Secretary-Treasurer shall not exceed two thousand words each; letters from candidates for other offices shall not exceed five hundred words each. *Provided, further*, That the letters of all candidates

shall be subject to and governed by subsection (c), section 3, article iv, of the by-laws. It shall be the duty of the Secretary-Treasurer to properly arrange the letters of all candidates under a general heading of "Political Section," and to sub-classify them under appropriate heading designating the office and the candidate in whose interest the publication is made. All such matter shall be set in type uniform in size and style with the general body type of The Typographical Journal. The "Political Section" herein provided for shall appear in The Typographical Journal for the months of April and May preceding the election.

SEC. 5. The Secretary-Treasurer shall, as soon as possible after the foregoing provisions have been complied with, prepare and have printed the names of all candidates, arranged according to the number of nominations received (when a tie occurs the name to be drawn by lot), together with the name and number of the union of which they are members; this ballot shall bear the official seal of this Union, and be so constructed that a voter can with ease designate his choice by making a cross (X) opposite the names of those for whom he wishes to record his vote; he shall supply subordinate unions, free of cost, with a sufficient quantity of such ballots before May 1. No ballots shall be used at such elections except those issued by the officers of the International Union.

SEC. 6. Elections shall be held on the fourth Wednesday in May, subordinate unions to regulate the place and manner of voting: *Provided*, That members of local unions must personally cast their ballots.

SEC. 7. The president and secretary of each subordinate union is hereby required, within forty-eight hours after close of the poll, to transmit to the Secretary-Treasurer a statement showing the number of votes cast for each and every candidate. Unattached members desiring to vote shall forward, in sealed envelopes, their ballots to the International Typographical Union board

of electors, the same to be tabulated with the other returns.

SEC. 8. These returns shall be carefully filed and preserved by the Secretary-Treasurer, and at 12 M. (noon) on June 7, delivered to the board of electors, which shall be composed of the International President and Secretary-Treasurer and one member of the local union, who shall be selected by the president of this body, and said committee shall immediately proceed to canvass the returns and make a true and correct transcript thereof, which shall be published in conjunction with the next succeeding issue of The Typographical Journal: *Provided*, Said committee shall not count votes cast by unions that have not complied with the requirements of Sub-section 2 of Section 10 of this article: *Provided further*, That the vote of unions situated at such a distance from headquarters that the returns can not reach headquarters within the prescribed time, shall be counted if they are received before the canvass of the vote is completed. The board of electors shall make a distinct announcement of the successful candidates, who shall assume office on November 1 succeeding the election.

SEC. 9. With the exception of the offices of President and Secretary-Treasurer, those nominees having the highest number of votes on the first ballot shall be declared elected to the positions for which they were candidates; in the case of the above-mentioned officers a majority of votes shall be necessary to elect, and if on the first ballot no candidate for President or Secretary-Treasurer has received a majority of all votes cast, or there shall be an equal number of votes cast for the two highest candidates for any other office, the board of electors shall direct the Secretary-Treasurer to issue ballots containing the names of the two candidates who received the greatest number of votes (or those who may have been tied), and subordinate unions shall hold an election within forty days after such date, the elec-

tion and certification of result to be in all possible respects similar to those which obtained in conducting the initial election.

SEC. 10. The selection of Second Vice-President shall be conducted in accordance with the spirit of the agreement between this organization and the German-American Typographia, which was adopted by popular vote in 1893. The selection of Vice-Presidents allotted to branches of the craft organized into trade district unions shall be conducted in accordance with the laws of the respective trade district unions with which they are connected. Unions competent to nominate candidates for Vice-Presidents allotted to branches of the trade not organized into trade district unions shall be restricted to those composed of members engaged at the respective trades.

SEC. 11. Every member of the International Union shall be entitled to a vote for all officers, except as otherwise provided.

SEC. 12. The qualifications of voters shall be: (1) Possession of a current working card, and freedom from delinquency of any nature to the International or subordinate unions; (2) Membership in a subordinate union which has paid per capita tax up to and for the month of April, and discharged all other financial obligations due this International Union on the date of election. (3) Members working in localities in which no local union exists, and who are in no way indebted to the International Typographical Union, shall have the same rights as other members on all matters submitted to the referendum. The Secretary-Treasurer shall see that such members are given the opportunity to exercise this right.

SEC. 13. Members shall be allowed to vote but once at an election of International officials: *Provided*, That if those charged with the conduct of the election by a subordinate union, or any of them, have reason to believe that a member has voted under the jurisdiction of

a sister union, or any member challenges his right to vote on account of his having exercised that right previously, he shall be permitted to vote on signing the following: *"I hereby declare on my honor that I have not voted for International officers at this election, and I make this declaration with a full knowledge of the fact that misrepresentation renders me liable to discipline."*

SEC. 14. Any member proven guilty of misrepresenting returns, altering, mutilating or destroying deposited ballots, or voting wrongfully or illegally, shall be punished as the local union may determine, but in no case shall the penalty be less than a fine of \$10. It is further provided that for the purposes of preserving the integrity of this law, the Executive Council, all other laws or parts of laws to the contrary notwithstanding, is empowered to proceed against the alleged offender, and mete out such punishment as in the opinion of said council is just and equitable.

SEC. 15. Any subordinate union refusing or neglecting to hold an election as required by this law shall be disciplined as the Executive Council may direct.

ARTICLE III.—DELEGATES AND ALTERNATES.

SECTION 1. No member of a subordinate union shall be eligible to election as a delegate to the International convention unless he or she shall have been a resident member of and in good standing in such subordinate union at least six months immediately preceding the date on which said election is held, but this shall not apply to the delegate or delegates of a union organized within a less period than six months.

SEC. 2. The election of delegates and alternates to the International Union convention shall be held on the fourth Wednesday in May preceding the meeting of the convention. In cases where a tie vote for delegates or alternates is declared another election shall be immediately ordered by the local officers.

SEC. 3. The number of delegates to which a union shall be entitled must be determined by the average membership on which it paid per capita tax during the twelve months immediately preceding the issuance of the call.

SEC. 4. At the same time delegates to the International Typographical Union convention are elected, subordinate unions should elect the same number of alternates, who, in case of death or inability of said delegates to act, shall be entitled to the full power and privileges accorded delegates.

SEC. 5. The delegates chosen to attend the conventions of this Union shall hold office until the election of their successors, and in case of vacancies subordinate unions are authorized to at once proceed to elect a delegate or delegates as successor or successors. Each delegate must be furnished (for presentation to this Union) with a certificate of election, duly authenticated by the seal of his subordinate union, according to the following form, viz.:

To the International Typographical Union of North America:

WE HEREBY CERTIFY THAT.....being qualified as required by Section 1, Article III, of the International By-Laws, was legally elected delegate from this Union to the International Typographical Union convention, on the day of , 19—, his term of office to begin on the first day of the next convention of the said Union to be held at

*Given under our hands and seal of the.....Union
No..., this....day of....., A. D. 19..*

[SEAL.]President.

.....Secretary.

.....Delegate's Signature.

SEC. 6. Returns (under seal) of such delegates-elect and alternates must be mailed to the Secretary-Treasurer within forty-eight hours after the election.

SEC. 7. The expenses of said delegates to the convention of this Union shall be defrayed by the subordinate unions they respectively represent.

SEC. 8. The Secretary-Treasurer, before the meeting of the International convention, shall prepare a roll of the delegates-elect, and place thereon the names of those persons, and such persons only, as shall be shown to have been elected in accordance with the laws of the International Union and of subordinate unions, as certified by secretaries of subordinate unions. In cases of contests, the names of the parties claiming election shall be submitted to the International convention for decision. Where unions have not complied with the laws of the International Union, the names of delegates from such unions shall also be submitted.

SEC. 9. No delegate shall be entitled to vote in the convention of the International Union whose union has not previously paid over to the proper officers of the International Typographical Union the per capita tax and all indebtedness of his union.

SEC. 10. Delegates of subordinate unions to the conventions of the International Typographical Union may be instructed as to how to act on propositions to come before said conventions only as herein set forth, and in the following manner: (1) Propositions that are to come before conventions of the International Typographical Union, on which it is desired to have the delegates of a local union instructed, may be voted upon on the same day, and at the same time that the delegates are being voted for, provided that a full and complete copy of the said propositions are furnished the membership at least five days before the election, and further, that the instructions be printed on a separate ballot. (2) Propositions that are to come before conventions of the International Typographical Union, on which it is desired to have the delegates of a local union instructed, can also be presented at the June meeting of the union preceding the convention, but

must be sent to the referendum vote, and said referendum election must be held during the month of July; and it is further provided that a full and complete copy of the said propositions must be furnished the membership at least five days before the referendum vote is taken.

SEC. 11. No member of a subordinate union shall be allowed to vote for delegates to the International Typographical Union convention unless his or her card shall have been deposited with the secretary fifteen days preceding said election.

SEC. 12. The president of each trade district union, when not a delegate to the convention of the International Typographical Union, shall be accorded the privilege of the floor.

ARTICLE IV.—DUTIES OF OFFICERS.

THE PRESIDENT.

SECTION 1. The President shall attend and preside at all conventions of the International Typographical Union during his term of office; he shall have the casting vote whenever there shall be an equal division on any question, except where he shall have voted on the call of the yeas and nays; he shall require a faithful performance of duties on the part of all officers and a strict and businesslike manner of keeping all accounts, paying out money, and conducting correspondence; he shall see that all moneys belonging to the International Union are properly deposited in responsible banks, in the name of the President and Secretary-Treasurer as such, and money shall be drawn from such banks only by check signed by the President and Secretary-Treasurer, and only then when both officers are fully satisfied that such money is lawfully and justly due the person or persons for whose benefit the check is drawn; he shall, with the approval of the Executive Council, appoint all necessary representatives, shall oversee and direct the operations of representatives, and shall,

when necessary, visit such place or places as may require his presence or personal attention; he shall, before accepting the official bond of any officer, be satisfied that such bond is valid and in proper form, and for that purpose he is empowered and instructed to take competent legal advice upon the matter; he shall, in case of the mismanagement or misappropriation of any funds of this union by any official charged with the custody, collection and disbursement thereof, at once proceed to collect the same from the official in default, or, in the event of the failure of such official to make good such deficiency, institute legal proceedings against such defaulting officer and his sureties. Should inaccuracies appear in the report of the auditing committee of a local union he shall appoint an expert accountant to examine the books of said union, and this expert accountant shall be furnished with credentials which shall entitle the holder to access to all the financial books and records of the subordinate union involved. He shall report the findings of said expert to the president of the local union, who shall proceed as set forth in the general laws.

VICE-PRESIDENTS.

SEC. 2. The Vice-Presidents shall perform the duties set forth in the Constitution and as may be required by law or direction of the Executive Council.

SECRETARY-TREASURER.

SEC. 3. The Secretary-Treasurer shall act as the financial officer of the International Typographical Union and as secretary of the conventions of this Union.

(a) *Conventions.*—He shall have the reports of the officers of the International Typographical Union printed in pamphlet form, and a copy of such reports shall be mailed to every delegate-elect as soon as possible previous to the assembling of the convention; he shall publish in the August number of The Typograph-

ical Journal, as a part of the regular edition, the annual reports of the officers; he shall furnish each subordinate union, prior to the election of delegates, with two (or more where needed) copies of blank delegate certificates of election; he shall make a just, true and complete record of each and every day's proceedings, to be printed and laid on the desks of delegates each morning during the sessions of the convention; he shall, immediately after the final adjournment, cause the same to be made up in the form of The Typographical Journal, and published with a regular edition of that paper at as early a date as possible; he shall, in connection with the President, compile and publish in uniform size, within sixty days following the canvass of the vote on amendments submitted to the membership after each convention, a Book of Laws, containing the Constitution, By-Laws, General Laws and Convention Laws of the International Typographical Union, also the Constitution, By-Laws and Rules of Government of the Union Printers Home, and distribute copies thereof to local unions in sufficient numbers to supply their full membership.

(b) *Funds*.—He shall procure interest whenever possible on all funds deposited by him on the direction of the Executive Council, and cover the same into the treasury of the International Union; he shall have the custody of all bonds, to secure the deposit of the funds of the International Union; he shall draw moneys from bank only by check signed by the President and himself; he shall require all bills against the International Union to be itemized, and shall only pay such bills as are in accordance with the order of the International Union direct, or its laws, and after approval by the president; he shall have the books of deposit with all banks balanced at the end of each calendar month; he shall submit all his books and accounts to the expert accountants twice a year; he shall send all receipts for money received from financial officers of

subordinate unions to the disbursing officers of said unions, acknowledging, by postal or otherwise, the receipt thereof to presidents of such subordinate unions, stating what month the payment is for, the amount and by whom sent; he shall at least once each month transfer and pay over all moneys by him held to the credit of the Union Printers Home fund, to the secretary-treasurer of the Union Printers Home corporation, and shall take his receipt therefor; he is authorized to pay the assessments of the American Federation of Labor as they fall due; he is authorized to pay to the Canadian Trades and Labor Congress a per capita tax of $1\frac{1}{2}$ cents monthly on all members of the International Typographical Union in good standing in the Dominion of Canada; he shall keep a file of the bonds of the fiduciary officers of subordinate unions and notify the presidents and secretaries of such unions that said bonds are about to expire thirty days previous to such expirations.

(c) *The Typographical Journal*.—He shall publish in *The Typographical Journal*: A sworn statement of the balances of his bank books of deposit monthly; a full monthly statement of receipts and disbursements of all kinds; on or before the first of each month a list of arrearages of subordinate unions, and if said arrearages are not paid within thirty days thereafter the presidents of all such unions shall then be officially notified; he shall exclude from the columns of *The Journal* all communications or other matter impugning the motives or reflecting upon the honesty of members of this Union.

(d) *Supplies*.—He shall furnish subordinate unions with bound copies of the Union Traveling Card, in books of 25, 50 or 100 cards, as may be desired, at the rate of \$3 per hundred, upon application; blank books for traveling cards received and issued, and blank applications for the mortuary benefit; he shall prepare a "charter outfit," to include books, blanks and seal,

and a form of "Petition for Charter," and no charter shall be granted unless presented on this form.

(e) *Miscellaneous*.—He shall conduct all his business, correspondence, etc., in a prompt and systematic manner, keeping files, etc., of all documents, and copies of all correspondence; he shall have power to procure all necessary printing required by the officers in conducting the official correspondence and other business of the Union, and shall employ such assistants as shall be deemed necessary by the Executive Council.

THE EXECUTIVE COUNCIL.

SEC. 4. The Executive Council shall assemble at such city as the President shall direct, at the call of the President, for the consideration of business stated in the call. It shall decide all questions arising between subordinate unions and all appeals from the decisions of subordinate unions, and all such decisions shall be final, subject to appeal to the International Union. It shall have such further powers and perform such other duties as may be set forth in the laws of this Union.

REPRESENTATIVES.

SEC. 5. It shall be the duty of each representative to correspond with or visit such towns or places where no union exists and there are printers or allied craftsmen at work, as the President may direct, with a view to encouraging them to embrace unionism. He shall examine the books and business methods of such unions as he may visit, and shall recommend to said unions any changes that will tend to safeguard the finances or facilitate the business of the unions: *Provided, however*, That no International representative shall take charge of the affairs of a local union until so requested by said subordinate union.

ARTICLE V.—REVENUE AND FUNDS.

SECTION 1. The Secretary-Treasurer shall prepare and sell to subordinate unions, through the proper officers, at

a face value equal to the monthly per capita tax of the International Typographical Union, adhesive stamps, and working cards with stamps of equal value printed thereon, to be known as International due stamps and working cards.

SEC. 2. Any member who shall counterfeit or imitate the International due stamp or working card, or knowingly use such imitations or counterfeits, shall be fined not less than \$50, or be expelled from this Union, as the circumstances may warrant, after trial has been accorded the accused.

SEC. 3. The Executive Council shall take immediate steps to secure the funds of the International Typographical Union in excess of \$50,000 (the amount of the bond of the Secretary-Treasurer), by investing such excess in bonds of the United States, or in approved, non-taxable state, county, township, city or school bonds, the said investments to be made by the President and Secretary-Treasurer under the order of and with the approval of the Executive Council: *Provided*, That if the Executive Council deems advisable, it may order the President and Secretary-Treasurer to deposit the funds of the International Typographical Union in any reputable bank or banks to be selected by the Executive Council, and accept as security for such deposits bonds from any approved surety company of good reputation, and such deposit bonds shall be made payable to the President and Secretary-Treasurer and their successors as trustees for the International Typographical Union and its members, and for any breach of said bonds the President and Secretary-Treasurer and their successors shall be authorized in their name as such President and Secretary-Treasurer as trustees for the International Typographical Union and its members to bring suit against any defaulting bank and its surety or sureties.

SEC. 4. The moneys of this union used for defensive purposes shall be drawn on only for the fol-

lowing objects: For the sustaining of legal strikes or lockouts of subordinate or affiliated unions; for the payment of expenses of officers or representatives of this union when engaged in the settlement of disputes or the formation of new unions, and for such other purposes, relating strictly to the business of this International Union, as the Executive Council may deem wise or necessary.

SEC. 5. Whenever a union which has complied with all laws shall have within its jurisdiction a lockout, strike or other trouble of like nature, it shall be entitled to such assistance as the Executive Council shall deem necessary, or as shall be directed by the International Union laws to meet such cases.

OLD AGE PENSION FUND.

SEC. 6. Any member of the International Typographical Union who has reached the age of 60 years, and who has been in good standing for a period of twenty years, including and antedating the enactment of the pension law, or any member who has reached the age of 70 years, and who has been in continuous good standing for a period of ten years, and who finds it impossible to secure sustaining employment, or any member having a continuous membership of twenty years who, by reason of his affliction, is totally incapacitated for work, and whose application for admission to the Union Printers Home has been rejected by the trustees thereof, may receive the sum of \$5 per week, subject to the provisions hereinafter set forth.

SEC. 7. Applications for pensions shall be made on blank forms prepared and furnished from International headquarters, which shall require answers to all questions, and the setting forth in full of all facts required to establish the right of the applicant to the benefits of the pension. Such blank shall also include a form of certificate that the application has been read in full at a regular meeting of the loca!

union of which the applicant is a member, and has been approved by a majority vote of those in attendance upon such meeting. Said application shall be published in The Typographical Journal, and should no objection be made within thirty days from the date of said publication the member shall then be placed on the pension roll. Should objection be raised, the case shall be investigated by the Executive Council and the council shall act thereon in such manner as in its judgment seems proper.

SEC. 8. Any member earning more than two days' pay in any one week at the printing trade at the scale of the union with which he is affiliated shall not be entitled to the pension for that week.

SEC. 9. Any resident member of the Union Printers Home at Colorado Springs who is expelled from said Home shall not be eligible to the old age pension until one year after such expulsion.

SEC. 10. Secretaries of subordinate unions shall forward weekly to the International Secretary-Treasurer a true and correct list of applicants entitled to pensions. On receipt of such list the International Secretary-Treasurer shall transmit the amount due to the local secretary for distribution.

SEC. 11. Any beneficiary who has knowingly testified falsely concerning his or her qualifications as a worthy applicant for said pension shall be debarred from receiving pension for such time as the Executive Council may deem fit.

SEC. 12. The Executive Council shall have the power at all times to review any pension case, and if in its opinion circumstances warrant it the beneficiary may be debarred from further participation in the pension fund.

SEC. 13. In order to meet exigencies that may arise, the Executive Council is authorized and empowered to make such changes in administering the old age pension

fund as it may deem wise after said plan has been established.

SEC. 14. Any member of the International Typographical Union in good standing at time of enlisting in the regular or volunteer army or navy of the United States during the Spanish-American war shall be considered as having been a continuous contributing member during such enlistment, providing he re-established membership as soon as possible after his discharge from said war.

MORTUARY BENEFITS.

SEC. 15. On the death of a member in good standing in a subordinate union, the president and secretary thereof shall immediately notify the Secretary-Treasurer of the International Typographical Union, on a form provided for that purpose, accompanying such notification with the last working card or traveling card of the deceased member, and such bills in payment of burial expenses of the deceased member as have been guaranteed by the subordinate union. The Secretary-Treasurer of the International Typographical Union, as soon as practicable after such notification, shall transmit to the president and secretary of such subordinate union the amount of mortuary benefit to which the beneficiary of the deceased member is entitled, less the amount for bills guaranteed by the local officers, which shall be paid by separate check.

SEC. 16. No mortuary benefit claim shall be allowed unless the deceased was possessed of a current working card at the time of death, nor shall a mortuary benefit claim be allowed if, at the time of death, the union of which deceased was a member was in arrears for per capita tax to the International Typographical Union.

SEC. 17. In case of the decease of a member holding a traveling card, the president and secretary of the nearest union shall act in the premises.

SEC. 18. In the event that no beneficiary is named

as the person to whom the mortuary benefit shall be paid, or if such beneficiary resides at a point where he or she can not take charge of the funeral, the International Typographical Union shall defray the expenses of the funeral out of the sum to which the heirs of the deceased member shall be entitled; and if no claim shall be presented to the International Typographical Union within six months, any remainder shall revert to the mortuary benefit fund of the International Typographical Union.

SEC. 19. The classification of members for the purpose of this fund shall be made according to their length of membership on the 1st of January, 1912.

SEC. 20. Any person who joins the International Typographical Union subsequent to January 1, 1912, after having reached the age of 50 years, shall not be entitled to any greater mortuary benefit than \$75, and any member who has been suspended from membership and subsequently reinstated in accordance with the laws of the International Typographical Union, shall not be entitled to any benefit if death occurs within three months after such reinstatement.

AUDITING ACCOUNTS.

SEC. 21. The President shall cause the books and accounts of the Secretary-Treasurer and the officers of the Home corporation to be audited twice a year, as follows: All accounts for the six months ending July 31, within fifteen days after that date; and for same period ending January 31, within fifteen days after that date. For this purpose he shall appoint expert accountants who shall make a thorough examination and shall submit a report to the President, who shall cause its publication in The Typographical Journal.

SEC. 22. If said report should show any errors of importance, or defalcation, or misappropriation of funds of the Secretary-Treasurer or of any officer of the Union Printers Home corporation, it shall be the duty

of the President, with the consent of the Executive Council, to suspend such officer or officers; and he shall proceed at once legally to secure the International Typographical Union from loss, and in accordance with the bond or bonds of said officer or officers.

FISCAL YEAR.

SEC. 23. The fiscal year of this union shall commence on the first day of June, and end on the 31st day of May in each year.

ARTICLE VI.—APPEALS AND IMPEACHMENT.

SECTION 1. In no case shall a member appeal to civil courts for redress until he has exhausted his rights of appeal under the laws of the International Typographical Union.

SEC. 2. Any member of a subordinate union feeling that injustice has been done him by his union, or any candidate for admission whose application has been rejected, may appeal his case in accordance with constitutional provisions. Notice of intention to appeal shall be filed with the president of the subordinate union to which he belongs within five days of the action complained of, and appellant shall serve copies of all testimony and argument upon said official within thirty days after the action complained of was taken, and respondent shall reply thereto within a like period. The counter replies shall be forwarded in an additional ten days—five days to each party to the appeal. The president of this union may grant a further extension to either party if, in his opinion, the ends of justice will be subserved thereby.

SEC. 3. All parties to an appeal, in cases where documents are to be submitted, are required to make affirmation as to the truth of their statements. The written signatures of the parties in interest shall be considered as such affirmation.

SEC. 4. In cases of appeal against the action of a

subordinate union, its decision must be complied with in the interim: *Provided*, That should a verdict of censure, reprimand, suspension or expulsion be adopted, it shall not be enforced against the convicted prior to the decision of an appeal, in case such an appeal be taken, except in cases of deliberate "ratting;" and in all cases involving a demand for dues and assessments, or other moneys, the amount in dispute must be placed in the hands of the president of the subordinate union, to be held by him until the appeal has been finally decided.

SEC. 5. Either party to an appeal from a decision of a subordinate union may appeal from the decision of the executive council thereon to the next convention of the International Typographical Union, and any subordinate union may appeal from a decision or action of the executive council affecting such subordinate union as such to the next convention of the International Typographical Union. The party or union taking such appeal shall give the Secretary-Treasurer notice of such appeal within thirty days after the rendition of the decision from which such appeal is taken, and no appeal from any such decision or action of the Executive Council shall be considered at the succeeding convention unless notice of such appeal has been given to the Secretary-Treasurer prior to the first day of August preceding such convention. All appeals to the convention shall be in printed form and shall contain in full all the papers, documents and evidence upon which the decision or action of the Executive Council was based, together with such decision. The appellant in all such appeals shall furnish to the Secretary-Treasurer on or before the first day of the convention at which such appeal is to be considered a sufficient number of copies of his or its appeal to supply each delegate in attendance at the convention with one copy thereof. In cases of appeal by a subordinate union from a decision or action of the Executive Council

affecting such union as such, the decision or action of the Executive Council shall be complied with by such subordinate union until the decision or action of the Executive Council shall have been reversed by the succeeding convention of the International Typographical Union, and if not so reversed, such decision or action of the Executive Council shall be final.

SEC. 6. In the event of the suspension of any International officer from his official position by the President, he shall furnish the officer so suspended with a detailed statement of his reasons for such suspension, and shall also forward to the First Vice-President a similar detailed statement; the First Vice-President shall thereupon appoint a committee of five presidents of local unions to try such suspended official upon the charges presented by the President, and the finding of the majority of said committee shall be the judgment of this union, subject to appeal to the convention.

SEC. 7. Any member of the Union Printers Home corporation may be impeached for ineligibility or for the commission of an indictable offense, or for violation or wilful disregard of his duties of membership. When charges, based upon any one or more of the above enumerated grounds, have been made to the Executive Council against any member of the corporation, and, after trial, have been proven, the Executive Council shall thereupon enter an order of impeachment, which shall be deemed an order of the International Typographical Union, and the Executive Council shall forthwith thereafter certify such order to the Secretary of the Union Printers Home corporation, who shall take such steps as may be proper under the By-Laws of that corporation to procure the resignation of the member so impeached; but if the member so impeached shall, upon being so requested, fail or refuse to resign, the Secretary shall thereupon take such further action in the premises as may be proper under the By-Laws of that corporation to enforce the expulsion of the member so

impeached. A certificate of impeachment from the Executive Council shall be conclusive upon the person named therein as to his ineligibility to membership in the corporation: *Provided*, Nothing herein contained shall restrict the right or power of the corporation of the Union Printers Home to expel any member, on proper procedure, without the intervention of the Executive Council.

ARTICLE VII.—TYPOGRAPHICAL JOURNAL.

SECTION 1. The Typographical Journal shall be published once a month and shall contain, in addition to the reports and other matter required by law to be published, the reports of the International and Home audits; official orders; charters granted; charters suspended, and the causes; a list of name and addresses of corresponding or financial secretaries of subordinate unions; state of trade; advertisements meeting the approval of the Executive Council; all reports (including detailed statement of expenditures) and proceedings of the officers and members of the corporation of the Union Printers Home; and such other matters as may be of interest and importance to the craft generally.

SEC. 2. Such unions as desire to publish a list of the names of their officers shall be charged therefor at the rate of \$1 per line per year.

SEC. 3. The subscription rate of The Journal shall be 60 cents per annum, payable with dues, as provided in Article IX of the Constitution. To apprentices registered with local unions the rate shall be 60 cents per annum, payable in advance. To non-members the rate shall be \$1 per annum, postage in addition to foreign subscribers. The price for single copies shall be 10 cents each.

ARTICLE VIII.—THE UNION PRINTERS HOME.

SECTION 1. This Union hereby ratifies the action of Edward T. Plank, William S. McClevey and Columbus

Hall, as its Trustees, in conveying the Home at Colorado Springs, in Colorado, to the Union Printers Home corporation as trustee, for the uses and purposes, and upon the trust declared and the terms and conditions stated in the deed by said grantors to said grantees dated the 17th day of May, 1892.

SEC. 2. Any member in good standing of any subordinate union shall be deemed a member of the International Typographical Union for the purposes of admission as an inmate to the Home at Colorado Springs, Colorado, and of participation in the bounty.

SEC. 3. No person shall be deemed a member in good standing of the International Typographical Union who shall wilfully neglect, disregard or violate any resolution, order, by-law, or duty prescribed by said Union of and concerning the management and control of the Home at Colorado Springs, or of the trust upon which said Home is held by the Union Printers Home corporation.

SEC. 4. A full and complete, true and accurate report should be submitted to each convention of the International Typographical Union by the Board of Trustees of the Union Printers Home, showing its transactions and containing such recommendations as may be useful to the Union in furthering the interests of the Home.

SEC. 5. At all times the articles of incorporation of the Board of Trustees of the Union Printers Home, and the Constitution and By-Laws thereof, shall be further amended in such manner and to such effect as the International Typographical Union may direct.

GENERAL LAWS

JURISDICTION AND CHARTERS.

SECTION 1. The jurisdiction of printers' unions chartered by the International Typographical Union of North America shall cover only the corporate limits of the city or town named in the charter, but any subordinate union may consider a place within a radius of fifty miles of its location, in which place no union exists, as within its jurisdiction for the purpose of admitting non-unionists in such place to its membership.

SEC. 2. The Executive Council of the International Typographical Union shall have power to extend the jurisdiction of subordinate unions to adjoining cities and towns where no unions exist, and which are not included in the corporate limits of the petitioning union, for the purpose of enforcing the laws of the International and subordinate unions: *Provided*, That the petitioning union makes satisfactory showing of its ability to properly supervise the additional territory, and enforce its scale and rules in the offices operating therein.

SEC. 3. A subordinate union has no control over men regularly enlisted in the army or navy of the United States or British Provinces who may be detailed in the signal service or to work at the business at military headquarters or posts.

SEC. 4. Each person signing an application for a charter shall pay the sum of five (\$5) dollars, \$2 of which shall be transmitted to the Secretary-Treasurer

of the International Typographical Union in payment for the charter and outfit provided for in subsection d of section 3, article iv, by-laws.

SEC. 5. Charters shall contain as the official designation of the union the name of the city or town in which it is located and none other.

SEC. 6. Where a city is absorbed in the corporation of another, and a union exists in both, the smaller union shall be merged into the larger.

SEC. 7. A subordinate union has not the right to erase the names of charter members (who may have ceased to be union members from any cause) from their charters and substitute others in their places. The charters (as to names) must remain as issued by the International Union. This shall not operate to prevent a union attaching to such charter, on a separate sheet, a sketch of the delinquency or degeneracy of any party whose name appeared thereon as a charter member.

SEC. 8. It is competent for a subordinate union to take a charter from any state within which it may be located, in order to protect itself in the possession of property and other legal rights, but the charter of the International Union is supreme, and governs in all craft matters where it does not conflict with the laws of the state or nation.

SEC. 9. A majority of a union can not by vote surrender its charter. Charters may be granted to ten applicants, and a union can not be dissolved while there are that number of members in good standing desirous of retaining the charter.

DUTIES OF SUBORDINATE UNIONS AND OFFICERS.

SEC. 10. Subordinate unions are required to elect three auditors, or select an expert accountant or accountants, whose duty it shall be to examine all the books and records of their financial officers for the three months ending July 31, October 31, January 31.

and April 30, and report to the Secretary-Treasurer of the International Typographical Union within fifteen (15) days thereafter the condition of the funds and accounts, the number of members in good standing, number initiated, expelled or suspended, admitted or withdrawn by card for each month, the amount of the fiduciary officers' bond and the company in which they are bonded, the amounts expended in sick relief, funeral benefits, or in any form of charity, together with such other information as the Executive Council may deem necessary. A majority of the auditors, or the expert accountant or accountants, must be present at the examination of the accounts, and no member of the committee, and no accountant, shall attach his or her signature to a report unless such member or accountant shall have personally participated in such examination. Should inaccuracies appear in the report of an auditing committee, the President of the International Typographical Union shall appoint an expert accountant to examine the books of the union in which such inaccuracies are noted, who shall report his findings to the President of the International Typographical Union, he in turn to file the same with the president of the union concerned, who, in event of wilful falsification by said auditing committee, shall suspend such committee from office, together with the delinquent financial officer or officers, and impose upon each of them a fine of \$10, which fine shall be forwarded to the Secretary-Treasurer of the International Typographical Union. In the event of the suspension of an auditing committee, an election of their successors shall be held within one month from the date of such suspension, or expert accountants shall be appointed. Expenses of examination of books and records shall be borne entirely by the subordinate unions. Subordinate unions failing to report to the Secretary-Treasurer of the International Typographical Union, as required by this section, shall be fined \$25.

SEC. 11. Secretaries of subordinate unions are required to file with the Secretary-Treasurer of the International Typographical Union, on or before December 1 of each year, upon blanks furnished by said officer, a detailed statement of population, scales of prices, hours of labor, etc., of their city and trade. It shall be the duty of the Secretary-Treasurer to codify such statistics in such manner as will grade the cities or towns according to their size and population, and to print in pamphlet form such number of copies as may be necessary to meet the requirements of the International and local unions.

SEC. 12. Subordinate unions must furnish statistics annually to the Executive Council, setting forth the number of union and non-union men, women and apprentices in their localities, with such recommendations and suggestions as they think will best advance the cause of unionism in their various localities, printed blanks for the same to be furnished by the International Typographical Union.

SEC. 13. Subordinate unions shall fix a time and date for regular monthly meetings that will permit members holding situations on seven-day newspapers to attend these meetings.

SEC. 14. Subordinate unions shall create a standing label committee, whose duty it shall be, in co-operation with the International President, to encourage, by systematic campaign, the use of the allied printing trades council label, or the typographical label, on all printed matter. It shall be the duty of such label committee, immediately upon organization, to forward to the president of the International Typographical Union the name and address of the secretary of said committee.

SEC. 15. Subordinate unions, through the proper officers, shall purchase monthly the International due stamps or stamped working cards in sufficient quanti-

ties to permit the issuance of either a stamp or stamped working card to each member of the local union.

SEC. 16. Every subordinate union in the jurisdiction of the International Typographical Union shall cause its fiduciary officers to be bonded in an adequate sum in some reputable surety company, and such bonds shall be filed with the Secretary-Treasurer of the International Typographical Union. Any local union failing to comply with the provisions of this section shall be subject to a fine of not more than \$25, at the discretion of the Executive Council.

SEC. 17. Returns of per capita tax from subordinate unions shall be made monthly, under seal, to the Secretary-Treasurer of the International Typographical Union. These returns shall state the number of members of the union and the amount so forwarded.

SEC. 18. It is enjoined upon each subordinate union to have a suitable seal engraved, to authenticate all documents.

SEC. 19. An appeal for financial aid from a local union to subordinate unions to be legal must bear the printed approval of the Executive Council.

SEC. 20. It shall be the duty of presidents of subordinate unions to report to the President of the International Typographical Union all violations of the laws of the International Typographical Union occurring within their jurisdiction.

SEC. 21. Presidents of all local unions shall appoint three members whose duty it shall be to visit, at stated periods, the different newspaper and job offices in their jurisdiction, and make a report of their findings as to the sanitary conditions of places visited at the next regular meeting.

SEC. 22. All applications for membership shall be filed in duplicate on forms provided by the Secretary-Treasurer of the International Typographical Union. Secretaries of subordinate unions are required to furnish the Secretary-Treasurer one copy of each appli-

cation. The names of all applicants for admission who have been known to or are suspected of having worked under the jurisdiction of a sister union, or about whose antecedents there is the least doubt, shall be published in The Typographical Journal, and no such applicant shall be received into membership until twenty-six days after the date of such publication. The requirement of publication in The Typographical Journal shall not be operative during the progress of a strike, or during the life of amnesty declared in accordance with the requirements of the laws of this union.

SEC. 23. It shall be the duty of the secretary of each subordinate union to furnish monthly to the Secretary-Treasurer of the International Typographical Union a statement of all rejections, expulsions, suspensions and reinstatements, and the reasons therefor; and also a monthly statement of the condition of the trade and other matters of interest to the craft in the jurisdiction of his union.

SEC. 24. Secretaries of subordinate unions are instructed to answer all correspondence from sister unions as soon as possible after receiving the same. All correspondence between subordinate unions as to character, etc., of applicants for membership, and all other business of like nature, shall be conducted in sealed envelopes.

SEC. 25. It shall be the duty of secretaries of subordinate unions to furnish monthly to the President of the International Typographical Union a list of unfair publications having a circulation outside their jurisdictions.

SEC. 26. Every member of the International Typographical Union in good standing shall be entitled to vote on all propositions submitted to the referendum. Local unions are instructed that, in canvassing the returns of their members, no votes shall be counted other than those recorded on the official ballot fur-

nished by the Secretary-Treasurer of the International Typographical Union, which shall be furnished to local unions at regular supply prices.

POWERS OF SUBORDINATE UNIONS.

SEC. 27. No boycott shall be levied by any local union whereby a sister union subordinate to the International Typographical Union, or members thereof, may be affected, without the specific consent of the union so affected: *Provided*, The union desiring to boycott shall have the right of appeal to the Executive Council, which shall give all interested parties a full hearing before rendering a decision.

SEC. 28. A union has no right to set apart a day as a national holiday and declare members unfair because they do not observe the same, although ordered by the union to do so.

SEC. 29. It is optional with local unions to impose fines on members for failure to participate in Labor day parades, when such local unions, by a majority vote of members in good standing, at a regular meeting or a special meeting called for that purpose, shall decide to participate in Labor day parades.

SEC. 30. Members of a subordinate union, even though they constitute a majority of such union, have no right in chapel meeting to take any action amending, suspending, or in any way affecting the laws or contracts of such union.

SEC. 31. Subordinate unions have not the right to require that their members shall hold regular situations before they shall be entitled to vote or hold office.

SEC. 32. Subordinate unions, acting in conjunction with the Executive Council, have a right to declare a general amnesty for a set period to non-unionists working in the territory under their jurisdiction.

MEMBERSHIP.

SEC. 33. No union shall admit as a member any person who comes from a place where a union existed at

the time of his leaving, unless he can produce a duly attested traveling card from said union: *Provided*, That any applicant for membership may be admitted if no objection is raised after the union from whose jurisdiction the applicant comes has been communicated with, and after publication of the application in The Journal as required by law. Any subordinate union violating this law shall be liable to a fine of \$25.

SEC. 34. No person shall be admitted to membership in a subordinate union who has not served an apprenticeship of at least four years, except with the consent of the President of the International Typographical Union. No person who is not a member of the International Typographical Union shall be granted a card as a machine tender unless he has served an apprenticeship of at least four years as a machinist or machine tender. Rigid examination as to the competency of applicants shall be made by a committee of the local union.

SEC. 35. When subordinate unions elect to membership printers from country towns any considerable distance from such subordinate unions, it shall be considered proper and legal for such newly elected members to subscribe to the oath of membership on a blank form to be prepared and furnished by the International officers, in lieu of appearing personally before the subordinate union for obligation: *Provided*, Said oath (or obligation) shall be subscribed and sworn to before some civil officer legally authorized to administer oaths.

SEC. 36. When an applicant is elected to membership in a subordinate union and leaves the jurisdiction of said union before being obligated, the obligation shall be administered by any other subordinate union upon presentation of properly certified credentials. The secretary of the union obligating the applicant shall notify the secretary of the union electing, and he shall then remit the registration fee to the

Secretary-Treasurer of the International Typographical Union in regular form and issue a traveling card to the person so obligated.

SEC. 37. In towns where there are not a sufficient number of printers employed to hold a charter from this body, a representative of the International Typographical Union may furnish application blanks to such as are there and wish to become members of the International Typographical Union, and such blanks, when filled out, shall be forwarded by him to the Secretary-Treasurer, who shall cause the names of applicants to be published in The Typographical Journal; and if, after the lapse of thirty days after such publication, no valid objection is received, the Secretary-Treasurer shall, upon applicants subscribing to oath, as provided in section 35, issue a traveling card, which shall entitle the holder to all rights and privileges of a member of the International Union. Each application shall be accompanied by an initiation fee of \$5, and such member shall be liable for the regular International Typographical Union per capita tax and assessments.

SEC. 38. A candidate for membership can not be rejected solely on the ground of having served his apprenticeship in an "unfair" office; but a local union may impose such restrictions, in its discretion, as seem best for the general welfare, upon apprentices entering "unfair" offices within its jurisdiction, and such apprentices may not be permitted to enter the union until such restrictions are removed or special laws complied with.

SEC. 39. An applicant for membership, working under permit pending final action on his or her case, is entitled to work in union offices and receive the same recognition as members of the union, and shall not be allowed to withdraw the application upon which a permit has been granted, but must await the action of the union: *Provided*, That subordinate unions have the power to revoke permits, pending final action, if it be

known that applicants have sought employment contrary to the provisions of Section 106. When an applicant for membership or reinstatement is once rejected in a subordinate union he can not again make a new application in any union for the period of six months from the time of such application except by permission of the International President.

SEC. 40. An applicant (who is not otherwise disqualified) can not be rejected by a subordinate union while three-fourths of the members present at the meeting at which said application was acted on voted in favor of his admission.

SEC. 41. All persons performing the work of a foreman or journeyman, at any branch of the printing trade, in offices under the jurisdiction of the International Typographical Union, must be active members of the local union of their craft and entitled to all the privileges and benefits of membership.

SEC. 42. It shall be unlawful for a member of any subordinate union of the International Typographical Union to perform a day's work in any office under the jurisdiction of the local union to which he or she may belong and at the conclusion of the day's labor proceed to engage in active work at the case, or in a mechanical capacity, in another printing office in which said member is interested, financially or otherwise.

SEC. 43. Residents of the Union Printers Home exempted from International Typographical Union per capita tax shall not be permitted to vote on matters pertaining to local government in the subordinate union in whose jurisdiction the Home is located.

MEMBERSHIP RECORD.

SEC. 44. There shall be established and maintained in the office of the Secretary-Treasurer a complete record of all journeymen active members of the International Typographical Union. This record shall contain the age of each member, the date of his initiation,

where initiated; the date and cause of suspension or expulsion, the date of reinstatement or reinitiation, together with the date of death and such other matter as may be deemed necessary by the Executive Council to determine the continuous membership of any member of the International Typographical Union. Every member shall furnish on a blank provided for his use the date of his birth, the date of initiation and such other statistics as are necessary to show clearly the length of his continuous membership. The membership statements filed with the Secretary-Treasurer are only for the use and information of the officers of the International Union in the payment of benefits contingent upon continuous membership. The Secretary-Treasurer of the International Union is hereby authorized and instructed to refuse to make public the record of any member except as the business of the International Union may require.

SEC. 45. Every member shall be assigned a register number by the Secretary-Treasurer of the International Typographical Union, and he shall thereafter be officially known by such register number.

SEC. 46. On issuing a working, traveling or honorable withdrawal card, the secretary of the local union granting such card shall place thereon the register number of the member receiving the same. In no case shall any other number except that given by the Secretary-Treasurer of the International Typographical Union be assigned a member or placed on the card held by him.

SEC. 47. Each local union shall report monthly, through its secretary, on forms provided by the Secretary-Treasurer of the International Typographical Union, the number of due stamps received, used and remaining on hand, the names and ages of all new members initiated, with the date of their initiation; the names and register numbers of all members suspended, expelled, or reinstated, with the date of

same; all traveling and honorable withdrawal cards received, with date, name and register number of cardholder; all traveling and honorable withdrawal cards issued, with date, name and register number of member; the name and register number of all members lost by death and the date of death, together with such other data as may be required for the completion of a member's record or deemed necessary by the Executive Council for the use of the International Typographical Union.

SEC. 48. It shall be the duty of each local union to keep a record of all its members in such manner as will permit of the making of monthly reports and furnishing the data provided for in the preceding sections. Any local union failing to make monthly reports, as provided herein, shall be fined \$10.

SEC. 49. Such books as are necessary for the use of local unions in keeping a proper record of their members, and the payments of dues and assessments made by such members, shall be kept in stock by the Secretary-Treasurer of the International Typographical Union and sold to local unions at a price to be determined by the Executive Council: *Provided*, It shall not be obligatory upon the part of local unions to purchase their record books from headquarters. Any local union desiring to do so shall have the privilege of printing its own record books and arranging them so as to permit of the keeping of data in addition to that required by the International Union.

SEC. 50. Subordinate unions shall collect, in addition to the local initiation fee, a registration fee of \$2 from each initiate, which shall be transmitted to the International Typographical Union with the name of the initiate.

APPRENTICES.

SEC. 51. It is the sense of the International Union that subordinate unions should not admit applicants under twenty years of age to full membership. The

members of subordinate unions should, at every opportunity, inculcate the principles of unionism in the minds of apprentices.

SEC. 52. Apprentices, upon entering offices under the jurisdiction of the International Typographical Union, shall be registered by local unions. A record shall be kept of such apprentices and a certificate issued to each, which certificate shall be presented to the union where application is made for membership as a journeyman, said certificate to be as follows:

Certificate of Apprenticeship.

(International Typographical Union.)

This is to certify that.....has on this date entered the employ of.....as an apprentice.

.....

Chairman of Office.

(Date.)

.....

Secretary Typo. Union No.

SEC. 53. Subordinate unions are instructed to use all means within their power to secure the privilege of governing apprentices; and they are especially enjoined to enter into negotiations with employers to the end that a person's application for apprenticeship, after serving six months in the composing room, shall be contingent upon a satisfactory report from a committee of the union relative to such person's educational qualifications. It is the sense of the International Typographical Union that local unions encourage all apprentices in the last year of their apprenticeship to complete the course in printing provided by the International Typographical Union, and that, where possible, local unions incorporate in their contracts with employers a section containing the requirement that apprentices take the I. T. U. Course.

SEC. 54. Local unions shall arrange for scales of wages for apprentices at the end of the second year of their apprenticeship (at which time they must be, if

competent, admitted as apprentice members) and shall protect them against unfair discrimination and discharge, the same as if they were journeymen.

SEC. 55. It is enjoined upon each subordinate union to make regulations limiting the number of apprentices to be employed in any office to one for such number of journeymen as to the union may seem just; and all local unions must pass laws defining the grade and classes of work apprentices must be taught from year to year, so that they may have an opportunity of acquiring a thorough knowledge of the printing trade; and all unions are authorized to admit to membership apprentices in the second year of their apprenticeship, to the end that, upon the expiration of their terms of apprenticeship, they may be fully acquainted with the workings of the union and fitted to appreciate its privileges and obligations upon assuming full membership. They shall be required to take an obligation pledging themselves to maintain the secrecy of the organization in which they desire membership. Apprentice members shall not have the privilege of voting and they shall be exempt from the payment of dues.

SEC. 56. No apprentice shall leave one office and enter that of another employer without the written consent of his first employer and the president of the union, and the date of such change of offices by the apprentice shall be recorded on the books of the union.

SEC. 57. All apprentices employed on daily or weekly newspapers, magazines or publications of any description, under the jurisdiction of the International Typographical Union, where machines or typesetting devices are in use, must be employed the last two and one-half years of their apprenticeship on the case, and at all the intricate handiwork of the craft, not including the last six months of said apprenticeship, which time may be devoted exclusively to work on linotype or typesetting devices in use in the of-

fice where said apprentice is employed. An apprenticeship term shall consist of at least four years.

SEC. 58. Where the laws of a union admit an apprentice to conditional membership in the last year of his term, and such apprentice makes application for full membership and is rejected on the ground of incompetency, it is not necessary or proper that union men should refuse to continue at work where such apprentice is employed, nor shall his rejection in any way affect his trade union standing.

SEC. 59. Apprentices who have not worked a sufficient time at the business to allow of their becoming members of the local union—probationary or in full—under its laws or the laws of the International Union, can not be declared unfair.

SEC. 60. Local unions shall furnish The Typographical Journal to registered apprentices within their jurisdiction and each graduated apprentice, when initiated, shall be furnished a typographical union button.

SEC. 61. Any chairman failing to report the violation of any of these laws to the local union of which he is a member shall be subject to a fine of \$10.

DUES.

SEC. 62. Every member shall pay the International Typographical Union per capita tax monthly (except inmates of the Union Printers Home, who shall be considered members in good standing), and on payment of the same shall receive from the local union in which membership is held an International working card or due stamp so canceled by the local officers as to indicate the month or months for which International dues have been paid.

SEC. 63. Every member must demand, and shall receive, on payment of the proper sum, due stamps or a working card for each month's dues paid. The card shall show the sum paid for per capita tax, local dues, old age pension and mortuary assessments, and

such other assessments as may be levied by the local or International Union, and the date of said payments. It shall be optional with subordinate unions to choose either the adhesive stamps or working cards hereinbefore mentioned, but in every instance an adhesive stamp shall be attached or a stamped working card issued for each month's dues paid, and the stamp or card canceled to show the particular month's dues paid.

SEC. 64. In cases of members holding traveling cards and so situated as not to require active affiliation with any subordinate union, the per capita tax shall be collected by the proper officer of the union in which said traveling card is deposited or presented for renewal, and the amount so received shall be shown on the card issued by affixing International due stamps in such a manner as to indicate the payment of monthly per capita tax in regular sequence.

SEC. 65. Any member who is not in possession of an International working card for the current month, or to whose card International due stamps, showing all dues up to the current month to have been paid, are not attached, shall be deemed as delinquent to the International Union, and shall not be entitled to any benefits.

SEC. 66. Members of subordinate unions shall stand suspended when four months in arrears for local or International dues or assessments. Suspended members shall have no standing in the organization and shall be entitled to no benefits. For reinstating suspended members the local union shall collect such local and International Typographical Union dues and assessments as were due at the time of suspension, together with such International per capita tax and assessments as would have accrued to the time of reinstatement. In addition to this there shall be collected a reinstatement fee of not less than \$5. Two dollars of each reinstatement fee, together with all other dues and assessments

due the International collected by subordinate unions, shall be transferred to the Secretary-Treasurer of the International Union and accrue to the International funds. It shall be the duty of subordinate unions, on request of a member who is sick or disabled, and who shows that he is in destitute circumstances, to protect his membership in the organization during such sickness or disability, the local union to be reimbursed for this expenditure by the member benefited after recovery

SEC. 67. Local dues shall be charged from the first day of each month, except in cases where the member has paid the current month's dues, or in instances where the percentage system applies. In cases where members deposit traveling cards showing International per capita tax to have been paid in advance, local unions when collecting dues shall allow full credit for the amounts so paid.

SEC. 68. No member of a subordinate union shall be allowed to pay dues in the jurisdiction of one union while working under that of another; and no subordinate union shall receive dues as aforesaid. Dues of right belong to the union under whose jurisdiction the party is working.

TRAVELING CARDS.

SEC. 69. Members in good standing who are desirous of leaving the jurisdiction of the union to which they belong shall be entitled to receive the International Typographical Union traveling card, which shall be furnished upon the payment of all financial obligations. A member accepting such card severs all connection with the issuing union. Where traveling cards are withdrawn and returned to the local union issuing same more than twice in thirty days, a charge of 25 cents each shall be made for all cards issued after the first.

SEC. 70. The said traveling card shall be in words as follows: -

THIS IS TO CERTIFY THAT, *the bearer hereof, whose signature appears in this certificate, is a member in good standing of the International Typographical Union, and is entitled to the friendship and good offices of all unions under the jurisdiction of the International Typographical Union.*

The bearer has paid International Union per capita tax for the month of19....

Given under our hands and the seal of.....

Union No., this day of19....

....., President.

....., Secretary.

.....Member's Signature.

Countersigned, Secretary-Treasurer International Typographical Union.

This card expires in two months from the time the last International due stamp thereon shows dues to have been paid.

The reverse side of said card shall contain these words:

Deposited with Union No. on the day of19....

SEC. 71. Any member receiving such card shall deposit the same with the proper union officer when accepting work within the jurisdiction of any union subordinate to the International Typographical Union: *Provided*, This shall not prevent sister unions located within a radius of five miles mutually agreeing to recognize each other's current working cards for a period of thirty days. Any member neglecting his duty, as prescribed in this section, shall stand suspended, and be so published in The Typographical Journal, and upon readmission into any subordinate union shall be required to pay the usual initiation fee.

SEC. 72. The secretary of a subordinate union shall

receive an International traveling card at any time, if the card be clear and within date and no charges are pending against the holder. Membership in said union shall date from time of said reception, and any person admitted by such card shall be exempt from the usual initiation fee and from any assessments of which he is not a beneficiary.

SEC. 73. International cards must be received (if clear and within date), notwithstanding the fact that charges may be pending in a sister union against an officer of the union issuing the same: *Provided*, Such charges were not made known to said union previous to the issue of such card.

SEC. 74. In case of a strike involving one-third of the membership of a union, said union may refuse to receive cards for a period not exceeding three months, or, with the consent of the International President, six months.

SEC. 75. A subordinate union can not be compelled to grant a card to a member against whom charges are pending.

SEC. 76. All traveling cards issued by subordinate unions must have the seal of the issuing union stamped thereon, and all signatures, dates and names shall be in ink.

SEC. 77. When the secretary of a subordinate union issues a traveling card, he shall require that the member receiving such card shall place in the blank provided for that purpose his (the member's) signature in the presence of the secretary, and the secretary receiving a traveling card shall require the holder to sign his name on back of said card for comparison, and should there be a discrepancy in the signatures, the secretary shall take up the card pending investigation. Any violation of this section shall be punished by a fine of \$5. This shall not apply to cards forwarded by mail.

SEC. 78. All traveling cards deposited with a local

union shall be endorsed with the date of deposit and the name and number of the union and forwarded to the Secretary-Treasurer of the International Typographical Union.

SEC. 79. When a card is issued to a member of the allied crafts, chartered by the International Typographical Union, the secretary issuing such card shall insert after the member's name the craft to which he belongs. All allied craftsmen must deposit their cards with the union of their craft, if one be in existence where they are located, in order to protect their membership in the International Typographical Union. If there be no local union of their craft where they are located, such card shall be deposited with the local typographical union in whose jurisdiction they may be employed. They shall abide by the constitution and by-laws of the union to which they are attached, and said members shall be required to assist and take part in strikes when legally ordered by local unions, as provided by the laws of the International Typographical Union. They shall have a vote on all matters concerning the International Typographical Union and the allied trades, but shall have no voice in making a local scale of prices or matters pertaining thereto. All applications for membership in an allied craft belonging to the International Typographical Union, in jurisdictions where there is no local of that craft, shall be made to the local typographical union, which shall investigate the applicant, and, if found worthy, he shall be accepted to membership. When, in the opinion of the Executive Council, there is a sufficient number of members of any allied craft in a local typographical union, and the best interests of the organization will be subserved thereby, they shall be directed to apply for a charter and organize a local union of their own craft.

SEC. 80. A change in the secretary-treasurership of the International Union does not invalidate a clear

card, within date, signed by a former secretary-treasurer. The blank cards furnished subordinate unions are good until used if the union remains in existence as a part of the International organization.

SEC. 81. Traveling cards issued by a subordinate union after its charter has been suspended or revoked shall not be honored by local unions, but any member of such a union, upon furnishing the Secretary-Treasurer with sufficient proof of membership, shall, upon the payment of all arrearages to the International Union, be entitled to and receive a traveling card from the Secretary-Treasurer of the International Typographical Union.

SEC. 82. The duly attested cards of all persons from foreign typographical unions, which unions will reciprocate in kind, on payment of the International Typographical Union registration fee, shall be received by subordinate unions, and their holders admitted to membership, in like manner as though presenting a traveling card of this International Union.

RENEWAL AND REISSUE.

SEC. 83. Where a union member, who has been for a length of time out of the business, or so located as to make it unnecessary for him to deposit his card, under the workings of our system, until after it has expired by limitation, presents his card for renewal to the union by which it was issued, such union, on the payment of accrued International per capita tax and assessments from date of issuance to date of such renewal (and no local fees whatsoever shall be chargeable), shall promptly renew such card, provided the application for renewal be accompanied by satisfactory evidence that the applicant has not in the meantime been guilty of any anti-union conduct. Nothing herein shall be held as preventing such member from making application as a new member if he so elects. Should the union issuing such card have in the

meantime ceased to exist, it is the right of the union man holding such card to have it accepted by any subordinate union on his showing to the satisfaction of such union that his record has been a clear one since the date of issue of such card. Unexpired traveling cards must be renewed by local unions, on presentation by the holders of satisfactory evidence of union conduct, and the payment of International per capita tax and assessments. Traveling cards may be renewed by the International Secretary-Treasurer under the foregoing conditions.

SEC. 84. Members working outside the jurisdiction of local unions shall transact all business and renew traveling cards through International officers.

SEC. 85. When a member loses his traveling card he can only receive a duplicate thereof by applying to the Secretary-Treasurer of the International Union, who shall issue such duplicate on the payment of \$1 after sufficient time has elapsed for an investigation to be made. Duplicates shall be furnished from a series separate from the regular traveling cards and have printed thereon the words "Duplicate Card." No duplicate for a lost traveling card shall be issued to any member unless application therefor is made within thirty days from the time such card is lost.

WITHDRAWAL CARD.

SEC. 86. Members in good standing who cease to work at the business shall be entitled to the Withdrawal Card issued by this Union, which exempts them from the payment of all dues, and deprives them of all offices and benefits whatsoever.

SEC. 87. The withdrawal card shall contain on its obverse side the following words:

International Typographical Union.

.....19..

THIS CERTIFIES THAT, the holder hereof, was at this day and date a member in good

standing of the International Typographical Union, and at his request is granted this Honorable Withdrawal Card, which exempts him from all dues or taxes whatsoever, and acquits him of all rights to benefits of any kind whatsoever in said organization; and he is required to deposit same with the proper officer before seeking work under the jurisdiction of any subordinate union; and he promises not to violate any trade requirement of the said International Typographical Union, or its subordinate bodies, while holding this card.

The applicant for this withdrawal card understands that it terminates his active membership, and that his continuous membership in the International Typographical Union will date from the time of its deposit in and acceptance by a subordinate union.

Witness our hands and seal of Union No., the day and year first above written.

.....President.

.....Secretary.

.....Applicant.

Countersigned.....Sec.-Treas. I. T. U.

The reverse of the card shall contain the following, which must be subscribed to when the holder deposits same for the purpose of resuming active membership:

I hereby affirm, on my honor as a man, that since receiving this card I have not been guilty of violating any regulation of the International Typographical Union, or any union subordinate thereto; and this declaration is made with the full knowledge that any wilful misrepresentation renders me liable to discipline.

.....Signature.

The withdrawal card issued by trade district unions shall be similar to the above, with only such changes and additions as may be necessary.

SEC. 88. *Immediately on returning to the business or coming within the jurisdiction of a subordinate*

union, the holder of a withdrawal card shall deposit the same, subject to the approval of the authorities issuing it, and shall be placed on the active list.

SEC. 89. A member of a subordinate union working regularly at the business can not demand the right of withdrawing from the union on the plea of economizing expenses or of inability to pay his dues; and a union, in such a case, is justified in refusing to issue a card.

SEC. 90. When the holder of an honorable withdrawal card loses the same he can only receive a duplicate thereof by applying to the Secretary-Treasurer of the International Typographical Union, who shall issue such duplicate on the payment of \$1 after sufficient time has elapsed for an investigation to be made. Duplicates shall be furnished from a series separate from the regular honorable withdrawal cards and have printed thereon the words "Duplicate Card." No duplicate for a lost honorable withdrawal card shall be issued except with the consent of the union issuing the original card, and unless application therefor is made within thirty days from the time such card is lost.

TYPESETTING MACHINES.

SEC. 91. The International Typographical Union demands that in all offices within its jurisdiction, where typesetting machines are used, practical union printers shall be employed to run them; and also that subordinate unions regulate the scale of wages and the hours of work on such machines.

SEC. 92. In machine offices under the jurisdiction of the International Typographical Union, no person shall be eligible as a "learner" on machines who is not a member of the International Typographical Union, or an applicant for membership working under a permit. The time and compensation of "learners" shall be regulated by local unions: *Provided*, Local unions may grant permits to apprentices during the last six months of their apprenticeship, during which

time they may learn the machines, and such apprentices shall be subject to the rules and regulations of such local union.

SEC. 93. It is the sense of the International Typographical Union that piece scales and bonus scales in connection with machine typesetting should be abolished; and subordinate unions, where these practices obtain, are directed to bring about such abolition at the earliest period practicable.

SEC. 94. All machine tenders shall be members of the International Typographical Union, and the local unions shall provide and maintain a scale covering such positions, and they shall at all times be under the control and amenable to all laws and regulations of said local unions. Assistants employed by foremen to assist machine tenders shall, when obtainable, be journeymen members of the local typographical union, and the local union shall provide and maintain a scale covering such positions. Such assistants shall not be considered as in conflict with the number of apprentices already allotted by local laws: *Provided*, That nothing in the foregoing shall be construed to mean that machine offices may not employ help to wipe or clean machines, or fill metal pots; such help not to be employed in excess of one man to each fifteen machines, or fraction thereof, and only for the purposes herein outlined.

SEC. 95. No member of the International Typographical Union shall engage in speed, record or other contests, either by hand composition or on machines. Violation of this law shall be punished by a fine of not less than \$25, or suspension.

FEMALE COMPOSITORS.

SEC. 96. Equal wages and conditions shall prevail for both sexes in every local jurisdiction of the International Typographical Union, subject to the requirements of the laws of the various states as these

laws affect women workers. Any member who violates the provision of this section, upon conviction, shall be punished by a fine of not less than \$25 or suspended, as the union may determine, in accordance with International law.

THE LABEL.

SEC. 97. The labels owned and furnished by the International Typographical Union, and described in its constitution, shall be transmitted to local unions on receipt by the Secretary-Treasurer of this union of a sum of money not exceeding 10 per cent above the actual cost of production and distribution of said labels. Local unions shall have the right to say whether labels ordered by them shall be machine cast or electrotyped. Said labels shall remain the property of the International Typographical Union. No local union shall be permitted to grant the label to offices outside the corporate limits of the city or town named in its charter, without first securing an extension of jurisdiction from the Executive Council.

SEC. 98. Local unions, acting as agents for the International Typographical Union, shall loan said labels or use or cause the same to be used in such offices and by such employing printers as fully comply with the rules and regulations of the International Typographical Union and said local unions, and also sign a label contract. The Executive Council of the International Typographical Union shall have the typographical union label withdrawn from all printing establishments employing members of antagonistic organizations.

SEC. 99. In cities and towns where more than one craft is organized labels shall be loaned to offices by the typographical union, acting as the agent of the International Typographical Union, and it is imperatively ordered that no office shall be permitted to use labels unless the rules and regulations of the respective unions, subordinate or affiliated, are complied with.

SEC. 100. Subordinate unions shall not allow proprietors who work at the trade, and who are not active members, to use the union label on any work performed by such proprietors: *Provided*, That in cities where local unions prohibit or discourage proprietor membership the label can be granted to such offices that are otherwise union, to be used on work performed by union men. Local unions shall have the right to grant the use of the label to any proprietor who is an active member, when he wishes to do his own work, and, where union help can be obtained, works not more than the established number of hours per day.

SEC. 101. The label shall not be granted a union, the scale of which in any provision falls below \$14 for a week of not more than forty-eight hours.

SEC. 102. The label shall not be placed on work sub-contracted by label offices from non-label offices.

SEC. 103. Where the label is used, the label lease number of, or the imprint of the firm actually doing the work, and not that of the concern for which the work is done, must be used.

SEC. 104. Subordinate unions are hereby instructed to bring before their respective legislatures a law protecting union labels.

SIX-DAY LAW.

SEC. 105. Not more than forty-eight hours shall constitute a week's work. No member of a subordinate union shall work more than six days in a week, nor more than the number of hours constituting a day's work in any jurisdiction multiplied by six, where a substitute can be obtained. Should any member work, through inability to secure a substitute, a greater number than six days in any one week, or whenever his overtime aggregates a day in hours, he shall give to the first available substitute such accumulated day or days: *Provided*, That subordinate unions shall specify the period (not less than thirty

days) extra time shall be accumulative. All violations or evasions of this law shall be punished by a fine of not less than one day's minimum pay for each violation. And it shall be obligatory upon the part of the local unions in whose jurisdiction said violation occurs to impose and collect such fine. Six-day papers publishing Sunday editions shall be classed in the category of seven-day morning papers.

GENERAL DISCIPLINE.

SEC. 106. In offices under the jurisdiction of the International Typographical Union the foreman is the only person to whom to apply for work, and any person securing work, or attempting to secure work, in any department under the jurisdiction of the foreman, in any other manner than by application to said foreman, shall be deemed guilty of conduct unbecoming a union man, and, upon conviction before a trial board, shall be suspended or expelled, as three-fourths of the members may determine.

SEC. 107. It shall be unlawful for any member of any subordinate union of the International Typographical Union to belong to any secret organization, oath-bound or otherwise, the intent or purpose of which shall be to influence or control the legislation or the business of such local union or of the International Typographical Union, the selection or election of officers of such local or International Union, or the preferred or other situations under their jurisdiction. Any member guilty of a violation of this section shall, upon conviction of a first offense, be deprived of the right to hold office in the local or International Union; and upon conviction of a second offense, shall be expelled.

SEC. 108. Cashing of strings, or assignment of wages for any purpose, where an ultimate profit is received, by members or others, is forbidden everywhere within the jurisdiction of the International Typographical

Union, nor shall any member act as an agent for outside usurers. Printers' benevolent societies are not included in the operations of this act, if the society does not charge interest in excess of 2 per cent per week. Upon the presentation of charges, local unions shall try the issue and decide whether this section has been violated, and impose such penalties as may be deemed necessary.

SEC. 109. Members of the International Typographical Union shall not be permitted to operate a portion of a printing plant, or an entire printing plant, for a portion of the time, under contract or sub-contract. Members can only engage in business as employers when they own and control the establishments. This shall not apply to bona fide leases for a term of one year or more. No member of the International Typographical Union can evade any of its laws, as applying to members generally, by having transferred to himself a nominal amount of stock in a company or corporation organized for the purpose of conducting a printing plant; nor does the holding of the position of director in such company or corporation constitute him a proprietor unless he be able to prove that he is a bona fide stockholder therein, and that his block of stock in the company or corporation bears such relation to the whole capital stock as to show that the partnership is a genuine business transaction.

SEC. 110. No member of a subordinate union shall be allowed to use the name of the union for any purpose without the sanction of the union, but a subordinate union may take political action when the interests of the craft as a whole may be benefited thereby: *Provided*, No subordinate union shall assess its members for political purposes.

SEC. 111. It is contrary to union principles for any person holding an International traveling card to go to work in a town or city where no union exists, during the progress of a strike, without the consent of the

parties engaged in such strike, and the union issuing such traveling card has the power, upon sufficient proof being furnished, to revoke it and publish the holder thereof as an unfair man.

SEC. 112. Work in foreign languages shall be at the scale rates of the particular union having jurisdiction: *Provided*, That in no case shall English composition be at a lesser rate than that of the Typographical Union. Nor shall foreign composition in English offices be done at a lesser rate or longer hours worked thereon than is in vogue in offices under the jurisdiction of such foreign language union.

SEC. 113. A regular holding a situation in one office can not accept casual employment in another. For the purpose of this law the local union shall decide what constitutes a situation.

SEC. 114. Any member of a subordinate union having wronged a sister union by the misappropriation of funds shall have his card revoked by the union of which he is then a member, upon such union being notified of the misappropriation, under seal of the union, unless the delinquency is paid and forwarded to the union in which he is a defaulter.

SEC. 115. A member of a union engaging to take a situation in the jurisdiction of another union at a lower rate of wages than the scale of prices of the latter union calls for, is guilty of "ratting," even though the situation may not be obtained.

SEC. 116. After due trial in accordance with International law a member declared guilty of contempt, either of the union or a committee of the union, may be fined or reprimanded by two-thirds vote, or suspended by three-fourths vote of the union.

SEC. 117. It shall be a misdemeanor, punishable by expulsion, for one union man to make application for the position of another union man in any office.

SEC. 118. Where, through dulness of business or other causes, the position of foreman and assistant

foreman (or editor and foreman, both being members of the union) become consolidated, the party retained can not be charged with violating the preceding section of these General Laws, if he does not accept a lower rate of wages than previously paid to either of the incumbents.

FOREMEN.

SEC. 119. Foremen of printing offices have the right to employ help, and may discharge (1) for incompetency, (2) for neglect of duty, (3) for violation of office rules (which shall be conspicuously posted) or of laws of the chapel or union, and (4) to decrease the force, such decrease to be accomplished by discharging first the person or persons last employed, either as regular employes or as extra employes, as the exigencies of the matter may require. Should there be an increase in the force the persons displaced through such cause shall be reinstated in reverse order in which they were discharged before other help may be employed. Upon demand, the foreman shall give the reason for discharge in writing. Persons considered capable as substitutes by foremen shall be deemed competent to fill regular situations, and shall be given preference in the filling of vacancies in the regular force. This section shall apply to incoming as well as outgoing foremen.

SEC. 120. The competent sub oldest in continuous service is entitled to the first vacancy.

SEC. 121. Foremen shall not designate any particular day, nor how many days, a member shall work in any one week.

SEC. 122. The selection by foremen of their forces from day to day, or not having any regular situation in an office, is prohibited. Foremen must give out such minimum number of situations as are needed to meet office requirements. Employment other than a regular situation shall be classed as extra work.

SEC. 123. No foreman shall have the right to discharge or discipline a journeyman for putting on an incompetent sub, if the foreman has not notified the journeyman of the sub's incompetency. No sub shall be barred from working in an office for failure to show up when not under engagement.

SEC. 124. Where it is in the power of a foreman to employ help of the allied trades, and he shall employ a non-union man in preference to a union man, he shall be fined not less than \$5 nor more than \$25, and, on the second offense, he shall be subject to suspension or expulsion.

SEC. 125. The recognition of departments shall be optional with local unions, but in no case shall a foreman transfer a person to a department he is not familiar with and then declare him incompetent. When departments are not recognized by agreement with the local union, no employe shall be discharged to reduce the force or for incompetency while there is work in the office he is competent to do, and to which his priority entitles him.

SEC. 126. Any member of the International Typographical Union employed in an official capacity by his local union shall not lose his priority in the office at which he is employed, and may at termination of said official employment resume work on his former situation.

SUBLISTS.

SEC. 127. The practice of having a sublist in union offices under the jurisdiction of the International Typographical Union is detrimental to the interests of the union; therefore, no sublists will be permitted in union offices under the jurisdiction of the International Typographical Union.

SEC. 128. Phalanxing by foremen, or giving out six-day situations on seven-day papers, thereby controlling extra work, constitutes a sublist. Any mem-

ber in an office, seven-day paper or otherwise, is entitled to employ in his stead, whenever so disposed, any competent member of the International Typographical Union, without consultation or approval of the foreman of said office. A fine of \$25 shall be imposed upon foremen for violation or evasion of this law. Any chairman failing to report the violation of this section shall be fined \$25.

SEC. 129. Sections 127 and 128, General Laws, shall be posted in all chapels and enforced by all unions under the jurisdiction of the International Typographical Union.

SEC. 130. Local unions may adopt, by a majority vote of members present and voting, a six-day law in lieu of sections 121, 122 and 128.

CHARGES AND TRIALS.

SEC. 131. Neglect of duty in an officer, or failure to comply with the provisions of International or local laws by members, may be punished by reprimand or fine, at the will of two-thirds, or by suspension or expulsion at the will of three-fourths of the members of a local union in good standing voting. And no punishment may be inflicted or penalty enforced until after due trial in accordance with local and International law, except in cases in these laws specifically set forth.

SEC. 132. When a union arraigns a member on any cause without its jurisdiction, and the party so arraigned has formerly been in good standing with the craft, it is the duty of said union to give him official notification of the fact, and allow him the privilege of defending himself in open meeting.

SEC. 133. When a subordinate union is cognizant of the performance of a disreputable act on the part of a member not working within its jurisdiction, whether such act was committed within its jurisdiction or not, it is its duty to prefer charges against him before the union under whose jurisdiction he does work.

SEC. 134. When a member has deliberately ratted, it is not necessary that he should be cited to appear for trial, but he may be summarily expelled.

SEC. 135. When, through the action of a local union, a member is suspended and debarred from the right to work at the trade, and is subsequently proven guiltless of infraction of International or local laws, said local shall be compelled to remunerate, at its prevailing scale, such suspended member for the time lost while under suspension.

SEC. 136. Accusations or charges against a member must be made in writing by a member of the union within thirty days of the time knowledge of the offense alleged comes to the member making the charges, and may be presented to the president at any time within thirty days. Charges must be signed by the party presenting them, and shall be accompanied by the affidavit of the party that he has personal knowledge of the guilt of the accused. Within five days after the presentation of charges to the president he shall cause a copy of such charges to be served upon the member accused. The president shall present the charges to the union at its next stated meeting, when, if the charges are deemed cognizable by a majority of the members present and voting, a committee of five members shall be appointed by the president to investigate the charges. Such committee shall hear all the parties to the controversy, but the member accused may, without prejudice to his interest, waive his right to appear and be heard by the investigating committee. The investigating committee shall report its findings at the regular meeting following the meeting at which it was appointed. If the charges are found worthy of trial by the union, the president shall appoint a committee of five to try the case. But if the accused shall object to the appointment of a trial committee by the president, or to the committee as appointed by the president, then a

committee of five to try the case shall be drawn by lot from the members present, but the member presenting the charges, the member accused and members who may be witnesses shall not be eligible to membership on the trial committee. Said committee shall notify the parties and their witnesses of the time and place of sitting. Both parties shall have the right of counsel, who shall be members of the union. At the demand of either party witnesses shall be sworn by a notary public, or some other officer authorized to administer oaths. If either party fail to appear (unless excused for cause shown), the inquiry shall proceed. The committee shall at the next stated meeting report the evidence and its judgment on the case. The accused shall then have the privilege of defense before the union, after which the secretary shall read the judgment of the committee, and the president shall submit it to a vote of the union, and a two-thirds secret vote of the members present shall be necessary to convict. If more than one charge has been made the vote may be taken on each charge, separately, in the same manner. If the charges or any of them be sustained, or if the accused pleads guilty, the vote shall then be taken on the penalty recommended by the committee, if any, but this recommendation may be amended, and the vote shall be first upon the heaviest penalty proposed. It shall require a three-fourths vote to expel or suspend from membership, but a majority vote only to impose any lesser penalty, after conviction. All expenses incurred by the prosecuting union, or any member of the union, or by the defense, shall be borne by the union in case of acquittal of the accused.

SEC. 137. Upon first trial, should the accused be convicted, the fine, if one is imposed, shall not exceed \$25.

SEC. 138. Any member bringing charges against another which he fails to sustain by proper evidence, may, by a two-thirds vote of the union, and without referring

the matter to any trial committee, be censured or fined an amount equal to the expense of the trial he has caused, or both censured and fined.

SEC. 139. The evidence of rats shall not be received in the trial of union men for any cause whatever, as they are under the ban of the union, and not recognized by it as honorable men. Evidence gleaned from the books and bookkeeper of an office should be considered good evidence on trial of a union man for violation of scale, unless surrounding circumstances or union evidence in rebuttal weakens or destroys it.

SEC. 140. No evidence shall be received or considered by a committee appointed to try charges except such as shall be offered at a regular hearing of the committee, at which all parties interested shall be, or shall have been notified to be, present.

SEC. 141. The defendant to charges shall not be compelled to testify.

SEC. 142. The accused may, if he so desires, waive any and all of the rights guaranteed to him by the Constitution and Laws; and upon such waiver the union may, by a majority vote, proceed to act. Nothing herein contained shall interfere with the appeal rights of the accused.

SEC. 143. If the accused feels that an injustice has been done him by his union, he shall give notice of appeal to the International Union, as set forth in its Constitution and By-Laws.

ALLIED TRADES COUNCILS.

SEC. 144. In a jurisdiction where more than one international union has issued charters, an allied printing trades council shall be formed, in pursuance of the provisions of the agreement between the five international unions of the printing trade.

DEFENSE AND STRIKES.

SEC. 145. In the event of a disagreement between a subordinate union and an employer, which, in the opin-

ion of the local union, may result in a strike, such union shall notify the President, who shall repair in person or by proxy to the place where said union is located, investigate the cause of the disagreement and endeavor to adjust the difficulty. If his efforts should prove futile, he shall notify the Executive Council of all the circumstances, and, if a majority of said council shall decide that a strike is necessary, such union may be authorized to order a strike.

SEC. 146. When a strike has been authorized by the Executive Council, the president of the subordinate union interested shall, within twenty-four hours, call a meeting of said union (of which all members shall be constitutionally notified) to take action thereon, and no member shall vote on such question unless he is in good standing, and has been a member of said union for the previous six months. Should three-fourths of such members present decide in favor of a strike the president of the subordinate union shall immediately notify the Executive Council that a strike has been inaugurated and give the number of men involved, union and non-union.

SEC. 147. Whenever a strike occurs without the sanction of the Executive Council, the council must immediately disavow the illegal strike and notify all subordinate unions to that effect. Protection shall be guaranteed to all members who remain at, accept or return to work in offices affected by the illegal strike, as specified in Section 152. Any officer or member of a union who shall suppress or conceal from his union or the Executive Council any official information concerning a strike, or a proposed strike, shall upon conviction by the local union be suspended or expelled.

SEC. 148. A strike or lockout of any branch or craft of the International Union, authorized by the Executive Council thereof, shall apply alike to each and every union, craft and individual working under said juris-

diction in the office or concern involved. Should a majority of said unions fail to support a proposition to strike, the aggrieved union may take an appeal to the Executive Council, and if, after being furnished with statements from all parties concerned, all of the members of that body believe the inauguration of a strike absolutely necessary, the President shall in person, or by proxy, again attempt to effect a settlement with employers, and if unsuccessful, shall, through the officers of the various unions, order a general strike of all members of the International Typographical Union employed by the firm or firms interested, and those disregarding this order shall be forthwith expelled.

SEC. 149. In case of impending trouble involving allied crafts, the Executive Council shall call into consultation the president or presidents of unions of such crafts.

SEC. 150. A strike or lockout of any union may be declared off by a majority vote of the union. In case of a strike or lockout, where more than one craft is involved, settlement shall be made by a majority vote of all crafts involved. In making settlement all crafts involved shall be parties thereto, each to have due consideration.

SEC. 151. It is imperatively ordered that no strike or lockout shall be deemed legal, or moneys expended from the defense fund on that account, unless the strike or lockout shall have been authorized or recognized by the Executive Council; but should a strike, lockout or reduction of wages be forced on a union without an opportunity to carry out the provisions of Sections 145 and 146, said union shall be entitled to the full privileges of the defense fund.

SEC. 152. To affect union men prejudicially to their standing in the union who remain at work in an office where any number of the union men in such office have struck work on what they deem good grounds for such action, the strike must have been authorized in accord-

ance with Sections 145, 146 and 148 of this law. Unless so authorized, those remaining at work are not liable to charges of violation of any union laws.

SEC. 153. When there shall have been a strike ordered in accordance with the laws of the International Union all union men shall be deemed to have been notified.

SEC. 154. When a strike has been inaugurated under the provisions of Sections 145, 146 and 148, the Executive Council shall pay to the order of the president and secretary of the union involved, for such time as the Executive Council may deem wise, an amount equal to \$7 per week for each married man and \$5 per week for each single man entitled thereto.

SEC. 155. No subordinate union shall be allowed to increase the statutory benefits without the sanction of the Executive Council, unless the said subordinate union pays such increase out of its own treasury.

SEC. 156. No member of a subordinate union on strike shall be entitled to the weekly benefit unless he reports daily to the proper officer of the subordinate union while the strike continues. Any member refusing work while out on strike shall be debarred from all benefits under this law, and for each day's work received one-fourth of the member's regular strike benefits for that week shall be deducted.

SEC. 157. All moneys received by a union from the International Typographical Union shall be used, with the approval of the Executive Council, in supporting men on a strike or lockout, in assisting their removal to other cities, paying the necessary expenses of the conflict, and prosecuting strikes in such further manner as the union interested and the Executive Council shall deem advisable.

SEC. 158. During the continuance of a strike the executive board of a subordinate union shall make weekly reports to the Secretary-Treasurer of the International Union, showing the amount of money distributed for

benefits, number of beneficiaries—heads of families and single persons, union or non-union—and all other facts that may be required. All moneys from the International Union remaining unused by the local union shall be returned to the Executive Council.

SEC. 159. No strike shall be inaugurated by a subordinate union prior to at least one year after the issuance of its charter.

SEC. 160. In the event of a general strike in any city or town where several offices are involved, no union force of men shall refuse to work for a proprietor who agrees to pay the scale, if they have the consent of the local union.

SEC. 161. The International Union disapproves of the division of members of subordinate unions into distinct classes in the settlement of questions, believing it to be the right and duty of each member to vote on such occasions. But where there is a job office owned by the publisher of a newspaper, each (job and news) having its own foremen and journeymen, infringement on union principles in the job department does not necessarily affect the hands employed in the news department, nor vice versa.

ARBITRATION AND CONTRACTS.

SEC. 162. When disputes arise between subordinate unions, or subordinate unions and employers, which can not be adjusted after conference between the parties at issue, the matter may be settled by arbitration.

SEC. 163. No local union shall sign a contract guaranteeing its members to work for any proprietor, firm or corporation, unless such contract is in accordance with International law and approved by the International President. No member holding active membership in any local union shall sign an individual or private contract with any employer, agreeing to work for any stated length of time, wages or conditions. The union alone has the power to contract for conditions, wages and hours.

SEC. 164. It is imperatively ordered that the executive officers of the International Typographical Union shall not submit any of its laws to arbitration.

SEC. 165. Subordinate unions, in making contracts or wage agreements, shall insert a clause therein reserving to their members the right to refuse to execute all struck work received from or destined for unfair employers or publications.

SEC. 166. No local union shall sign a scale of wages with an overtime clause calling for overtime on any certain day at a rate less than that paid for overtime on all other days.

STANDARD OF TYPE.

SEC. 167. A subordinate union can not alter or amend the standard of type adopted by the International Typographical Union. The following is to be the alphabetical scale for the measurement of type cast on the point system: 12-point to 9-point, inclusive, 13 ems; 8-point and 7-point, 14 ems; 6-point, 15 ems; 5½-point, 16 ems; 5-point, 17 ems; 4½-point, 18 ems. All fonts exceeding the standard are to the benefit of the compositor, and no deduction or allowance can be made owing to such excess. In considering whether a font of type is up to the standard, the letters to be measured are the lower case letters from a to z, inclusive, and these only—the twenty-six letters of the alphabet; and the letters c, d, e, i, s, m, n, h, o, u, t, a and r shall be equal to at least one-half of such measurement. Where type shall be cast upon a larger body than the face (6-point face upon a 7-point body), it shall be measured as the face; or where it shall be cast upon a smaller body than the face (as 10-point face upon a 9-point body), it shall be measured as the body. Type cast in such a manner as practically to produce leaded matter without the use of leads shall be measured as type the next size smaller than the body on which it is cast. This section shall only apply to hand-set type.

PLATE MATTER AND MATRICES.

SEC. 168. The International relegates the use of plates and plate supplement matter to subordinate unions, with power to act.

SEC. 169. The interchanging, exchanging, borrowing, lending or buying of matter previously used, either in the form of type or matrices, between newspapers, between job offices, or between newspapers and job offices, or vice versa, not owned by the same individual, firm or corporation, and published in the same establishment, is unlawful, and shall not be allowed, unless such type or matrices are reset, or an equivalent of time off for such resetting is allowed to members of the chapel, this to be regulated by agreement between employers and local unions. Transfer of matter between a newspaper office and a job office, or a job office and a newspaper office, where conducted as separate institutions and from separate composing rooms, owned by the same individual, firm or corporation, is not permissible unless such matter is reset, or an equivalent of time off for such resetting is allowed to members of the chapel, this to be regulated by agreement between employers and local unions. *Provided*, That where an interchange of matter from an English publication to a foreign language publication, or vice versa, is desired, under the provisions of this section, such exchange shall be regulated by agreement between the employer and the local unions interested. The time limit within which borrowed or purchased matter, or matrices, are to be reset shall also be regulated by agreement between employers and local unions.

SECRET BALLOT.

SEC. 170. When a vote is taken in a meeting of a subordinate union on a reduction of a scale, alteration of a scale, or any dispute as to the construction of a scale, or in relation to the surrender of a charter, it must be

by secret ballot, with white and black balls provided for the purpose—the white balls meaning “yea” and the black ones “nay.” Any union violating this law shall be fined ten dollars for the first offense, and for the second offense its charter shall be suspended by the Executive Council, subject to the approval of the next session of the International Union.

SEC. 171. No member of a subordinate union shall be entitled to vote upon a proposed change in the scale of prices unless he has been a member of said union for the previous six months, and is in good standing, except where the union has been in existence for a shorter period; and it shall require a three-fourths vote, by secret ballot, of such qualified members present at the meeting to change an established scale of prices.

CLASSES OF LABOR.

SEC. 172. The International Typographical Union recognizes only two classes of labor in union composing rooms, journeymen and apprentices.

RECOMMENDATIONS.

SEC. 173. The indenturing of apprentices is considered the best means calculated to give that efficiency which it is desirable printers should possess, and also to give the necessary guarantee to employers that some return will be made them for a proper effort to turn out competent workmen. Subordinate unions should, therefore, whenever practicable, endeavor to introduce the system of indenturing apprentices. The term of service shall not be less than four years, beginning at the age of sixteen. It is the sense of the International Union that subordinate unions should make every effort possible to secure the proper training and instruction of apprentices in offices under their jurisdiction, to the intent that they may become competent workmen.

SEC. 174. Where the constitution of a subordinate union provides that “practical printers of four years’

experience are eligible to membership," such clause shall not be so construed as to make it obligatory upon the subordinate union to admit such "practical printer," unless it considers him a competent workman and qualified in other constitutional respects.

SEC. 175. While it is the sense of the International Union that subordinate unions, and they only, have at all times the right of judging of the qualifications of the applicants for admission to membership, it is believed the true policy of subordinate unions should be to go to the utmost limits consistent with safety and honor in receiving into membership all "unfair" printers who make application to that effect, and who evince a desire to again become "fair" men.

SEC. 176. Subordinate unions are recommended to adopt a conciliatory method of making important changes in their scales of prices, and before any change in the scale of prices is sought to be made effective such proposed change shall be submitted to all the publishers interested. The International Union, when requested, shall allow a representative of the American Newspaper Publishers' Association or the Printers' League of America to be heard on important changes affecting their interests.

SEC. 177. Subordinate unions are recommended to present their scale of prices to employers sixty days before expiration of existing contracts, which scale, when signed, shall be binding on both parties for the time specified.

SEC. 178. The International Union recommends to subordinate unions that piece work in bookrooms be abolished where practicable.

SEC. 179. The International Union recommends that a day's work on daily papers be restricted as nearly as possible to six hours' composition.

SEC. 180. The International Union directs subordinate unions to use their influence in having book, news-

paper and job stereotyping and electrotyping sent to shops employing union men exclusively.

SEC. 181. The International Union recommends to subordinate unions the adoption of the percentage system of collecting dues, where practicable.

SEC. 182. It is the sense of the International Union that the system of rebate dues is legal.

SEC. 183. Subordinate unions are recommended to print in labor journals of their localities a list of union printing offices, so that officers and members, societies and others favorable to organized labor may be kept posted as to what offices are fair.

SEC. 184. The International Typographical Union recommends that subordinate unions publish the names of all firms, corporations and individuals engaged in the printing industry which do not pay the scale of prices, or which do not observe the established customs of the several unions.

SEC. 185. The International Union, in convention assembled, calls to the attention of the executive the importance of giving to the smaller unions a fair and equitable apportionment in the appointment of committees.

SEC. 186. Local unions are directed to affiliate with and attach themselves to the various central bodies in their localities, and are directed to give preference to bodies chartered by the American Federation of Labor.

SEC. 187. Members should purchase, where possible, such goods as bear the trades union label recognized by the International Union.

SEC. 188. To subordinate unions is recommended the appointment of a label propaganda committee, for the purpose of securing the use of the label on the stationery and printing of all fraternal organizations in their jurisdiction.

SEC. 189. It is recommended that all subordinate unions be required to issue to their members tickets or

cards bearing the union label, and a request to the merchants with whom they deal that they insist on having their printing done by union labor only. That subordinate unions be required to endeavor to secure their use by the members of other trades unions and friends of organized labor.

SEC. 190. It is the sense of the International Typographical Union that each subordinate union should make a provision for such of its members as are unable to obtain the scale through disability—the union to be the judge—by placing them on a special list, and allowing them to seek work under conditions prescribed by such union.

SEC. 191. It is recommended by the International Typographical Union that subordinate unions, in entering into new agreements, shall make contracts for eight hours per day in preference to forty-eight hours per week.

SEC. 192. The value of the state and provincial federations of the American Federation of Labor to the labor movement of the respective states and provinces is unquestioned. Typographical unions have every reason to take an active part in the work and deliberations of these bodies. Active interest and affiliation by our local unions begets the more hearty support of the entire labor movement. That these desirable results accruing from affiliations with state and provincial branches, American Federation of Labor, may become effective, it is recommended that local typographical unions become affiliated with the state and provincial branches, American Federation of Labor, of their respective states and provinces.

MISCELLANEOUS.

SEC. 193. Where a member of a local union under the jurisdiction of the International Union works at another trade or calling of which there is a regularly organized union, such member shall be required to

join the union of the latter trade or calling, and abide by its regulations, so far as they are consistent with the laws of the International Union.

SEC. 194. Where copyholders, in addition to proof-readers, are employed, local unions are directed, where possible, to incorporate in the contracts a provision that members of the union be employed as such copyholders, and that a scale be made for such work.

SEC. 195. No member of the International Typographical Union shall purchase products of non-union labor when goods made under favorable conditions can be obtained. Subordinate unions shall enact laws to carry out the provisions of this section.

SEC. 196. It is the sense of the International Union that subordinate unions should incorporate only in exceptional cases, and such intent to incorporate must first have the sanction of the Executive Council of the International Union.

SEC. 197. The last Sunday in the month of May of each year shall be known as Typographical Union Memorial Day. Subordinate unions are urged to observe the same with suitable ceremonies and to decorate the graves of all departed union printers or members of the allied crafts and to hold such other services as may be appropriate to the occasion.

SEC. 198. When the International officers believe it will be to the interest of the organization, they shall advertise any unfair publication in such paper or papers as reach those who can be influenced to aid in making it fair.

CONVENTION LAWS

ARTICLE I.—CONVENTIONS.

SECTION 1. The convention shall assemble at 9 o'clock A. M. on the first day of meeting, and afterward shall meet and adjourn at such time as may be fixed by a majority of the members present.

SEC. 2. After the first day, the convention shall remain in session not less than six hours per day until such time as the business shall have been completed.

SEC. 3. The selection of place of meeting shall be held on the fourth day of the session at 11 A. M.; the nominations shall be made on the previous day; the vote shall be by printed ballot, the said ballots to contain the names of all the cities or towns put in nomination, the ballots to be distributed thirty minutes before election; the town or city voted for shall have a cross placed opposite its name; at 11 o'clock on the day of election the roll shall be called, and each delegate shall deposit his vote in a receptacle provided for that purpose; if a result is not reached on the first ballot, the town or city receiving the least number of votes shall be dropped, and balloting shall continue until a selection is made. All expenses of such selection shall be borne by the International Typographical Union.

SEC. 4. No persons other than duly elected delegates and officers shall be accorded the privilege of the floor during the sessions of the International Union, except by unanimous consent of the convention; but, when requested, a representative of the American Newspaper Publishers' Association, the United Typothetæ of America, or the Printers' League of America,

shall be heard on important changes in the laws affecting their interests.

SEC. 5. No printed matter shall be allowed to be distributed in any convention of this Union unless it bears the union label.

SEC. 6. A majority of the members in attendance at any session of the International Typographical Union shall be necessary to form a quorum for the transaction of business.

SEC. 7. The following obligation shall be administered by the President to the several elected and appointed officers before they shall enter upon their respective duties:

You solemnly pledge your word and honor, in the presence of this Union, that you will, to the best of your ability, discharge the duties incumbent on you as of the International Typographical Union during your term of office.

COMMITTEES.

SEC. 8. As soon as practicable after the election of delegates to the International Typographical Union by subordinate unions, and at least thirty days before the meeting of the convention, the president shall appoint a committee on laws, to be composed of seven delegates-elect. To this committee the Executive Council shall submit such information, data and propositions as shall be deemed necessary to amend and improve the Constitution, By-Laws and General Laws. It shall be competent for any subordinate union, or delegate-elect, to submit such information, data or propositions.

SEC. 9. The committee shall meet at the city where the International Union is to convene at least five days before the beginning of the sessions, and shall proceed assiduously to consider all such information, data and propositions. It shall submit a printed report in full of all propositions favorably acted upon and the full text of all propositions adversely acted upon. To this com-

mittee all amendments submitted during the session shall be referred without debate. It shall have leave to sit during the sessions, and shall have the right to report at any time to the convention.

SEC. 10. The credentials of the above committee shall be passed upon by the Executive Council.

SEC. 11. The President shall, immediately after the roll-call on the first day of the convention, appoint the following standing committees:

(a) *A Committee on Returns and Finances.*—To which shall be referred for review the report of the Secretary-Treasurer. This committee shall make an examination of the financial status of the International Union and shall inspect and report upon all checks, drafts and other assets of the organization in the hands of the Secretary-Treasurer, as shown by his report. To this committee shall be referred all propositions involving an expenditure of money that are presented during the sessions of the convention. ‘

(b) *A Committee on the Union Printers Home.*—To whom shall be referred all business relating to the Home.

(c) *A Committee on Subordinate Unions.*—To whom shall be referred all petitions, memorials, and communications from said unions, and such other matters as this Union may direct.

(d) *A Committee on Miscellaneous Business.*—To whom shall be referred all business not otherwise provided for.

(e) *A Committee on Appeals.*—Provided no objections are entered. If objections be raised, the convention shall then vote on the question, “Shall the President appoint a committee on appeals to be composed of not less than seven members of this body?” A majority vote shall decide the question. If the decision be in the affirmative the President shall appoint the committee. In event the action taken is in the negative, the convention shall nominate and elect the committee. To this

committee shall be referred all appeals from decisions of the Executive Council that are properly submitted, as is provided in the laws of this organization. The committee shall carefully examine the evidence brought before it, and report a resolution sustaining or dismissing the appeal.

SEC. 12. The above-named committees shall consist of such number of delegates, not less than seven, as to the President may appear advisable, and the first-named member of each committee shall be the chairman.

SEC. 13. Special committees shall be appointed only when it becomes necessary to relieve standing committees, or advisable when proposed legislation requires more time for examination and consideration than the standing committees can devote thereto. Each special committee shall consist of such number of delegates, not less than seven, as to the President may appear advisable, and no delegate shall be appointed on such committee unless present at the meeting at which the appointment is made.

SEC. 14. Every officer of the International Union shall put in draft form all proposed legislation that may be recommended in his address or report, and lay such draft before the proper committees. —

SEC. 15. Every committee to whom is referred any resolution, draft, or amendment of a law, or any amendment or alteration of the Constitution, By-Laws, or General Laws, shall report back the full text of the same, with such amendments thereto, or substitute therefor, as said committee may deem needful for perfecting such proposed legislation.

SEC. 16. Every committee to whom is referred, with or without instruction, any communication, report or address, or parts thereof, containing recommendations, suggestions, or requests for or of legislation, shall draft in proper form the subject-matter to be proposed, as made known in said address, report or communication, and report the same to the Union.

SEC. 17. A majority of a committee shall constitute a quorum for the transaction of business.

SEC. 18. All reports of committees shall be presented in writing and signed by the members offering the same.

SEC. 19. Committees shall have authority to indicate what argument or data submitted shall be printed in the daily proceedings or minutes.

ARTICLE II.—STANDING RULES.

ORDER OF BUSINESS.

1. Roll Call and Reading of the Minutes.
2. Reports of Standing Committees.
3. Reports of Select Committees.
4. Petitions, Memorials, Correspondence, etc.
5. Resolutions, Motions, Notices.
6. Unfinished Business.

THE PRESIDING OFFICER.

1. The presiding officer shall take the chair at the time appointed for the Union to meet, and immediately call the members to order; and, at the instance of ten members, may order the attendance of absent members who are in the city where and at the time the meetings are held.

2. The presiding officer is empowered to and shall preserve order and decorum; and if any member transgresses the rules, the presiding officer shall, or any member may, call him to order, in which case the member called to order shall immediately resume his seat until the point of order has been decided by the presiding officer, or, if appealed, by the Union.

3. The presiding officer shall have the right to decide all questions of order, subject to an appeal to the Union.

4. The presiding officer shall appoint all committees, unless otherwise ordered by the Union.

THE MEMBERS.

5. When a member is to make a motion or to speak to the question, he shall rise in his seat and respectfully address the presiding officer; the presiding officer shall

pronounce the name of the member entitled to the floor, and the member shall confine himself to the question under consideration.

6. No member shall speak more than twice on any question, nor more than ten minutes at any one time, without consent of the Union.

7. Any member may call for a division of the question when the same will admit thereof.

8. Every member present shall vote on a question when put, unless the Union, for special reasons assigned, shall excuse him.

9. No member shall leave the room during the sessions of the Union without the permission of the presiding officer.

MOTIONS.

10. When a motion is made and seconded it shall be deemed to be in possession of the Union, and shall be stated by the presiding officer; or, being in writing, shall be delivered to the Secretary and read previous to debate.

11. After a motion is stated by the presiding officer, or read, it may be withdrawn by the mover, at any time previous to an amendment or final decision, by consent of the Union.

12. When a question is under debate, no motion shall be received but to adjourn; to lay on the table; for the previous question; to postpone to a certain day; to commit, or to amend—which several motions shall have precedence in the order in which they stand arranged. The motion for adjournment shall always be in order; that and the motion to lay on the table shall be decided without debate.

13. A motion for the “order of the day” shall take precedence of all other business, except a motion to adjourn or a question of privilege.

14. When a motion or question has once been put and carried, it shall be in order for any member who voted in the majority to move for a reconsideration thereof;

but a motion to reconsider, having been put and lost, shall not be renewed.

15. No motion to amend the minutes, by striking out words or sentences, shall be admissible, unless they contain some error of fact or grammar.

16. All motions and resolutions, unless merely affecting the order of business, shall be submitted in writing.

17. A motion to suspend the rules must receive the concurrence of two-thirds of the members present, and shall be decided without debate.

18. All motions, resolutions, recommendations or decisions of the executive officers that are sustained, intended to be mandatory, and amendments to or alterations of the Constitution, By-Laws or General Laws, must be drafted in proper form by party or committee submitting them, stating article or section to be amended.

COMMITTEE OF THE WHOLE.

19. On going into the committee of the whole, the presiding officer shall name some member to act as chairman of the committee, who shall occupy the chair and conduct the business while in committee.

20. When the committee is ready to report, the chairman shall take the floor (the presiding officer resuming the chair) and make known in proper form the action or result arrived at by the committee, and the same shall be entered upon the minutes of the Union.

THE QUESTION AND VOTE.

21. All questions, unless otherwise provided for, shall be put in or near this form: "As many as are in favor of (as the case may be) say Aye; those opposed, No," and in doubtful cases the President may direct, or any member call for, a division.

22. A motion for the previous question shall not be entertained unless seconded by twenty-five members of the Union and shall be decided without debate.

23. When so made, the question shall be put in these

words: "Shall the main question be now put?" and if decided in the affirmative, shall preclude all further amendment and debate of the question. When there shall be pending amendments, the question shall first be taken upon the amendments in their order, and then on the main question.

24. In filling blanks, the largest sum and the longest time shall be put first.

25. The ayes and noes shall be taken and recorded upon any question before the Union upon the call of twenty-five members, but such call shall not preclude amendments before the main question is put.

26. While the Secretary is calling the ayes and noes, the members shall vote inside the bar; and it shall not be in order for any member to explain his vote during the call, unless unanimous consent of the Union be given.

27. All questions, unless otherwise provided for, shall be decided by a majority of the votes cast.

MISCELLANEOUS.

28. All resolutions, petitions, memorials, etc., shall be referred to their appropriate committees without debate, except in cases where there is no opposition to their immediate consideration.

29. To impugn the motives of officers, members, or committees, or to use reviling or degrading language toward them or the Union, shall be considered a breach of order, and punishable by such discipline as the Union may see fit to impose.

30. In the absence of a standing rule, reference shall be had to "Roberts' Rules of Order" as the guide of the Union.

ARTICLE III.—ALTERATION OF CONVENTION LAWS.

SECTION 1. These convention laws may be altered or amended by a two-thirds vote of the members present at any session of the annual convention, and as amended may, if so directed, become effective immediately.

RESOLUTIONS

BY ORDER OF THE CONVENTION

The following preamble and resolutions were adopted unanimously by a rising vote at the Cleveland convention. The convention also instructed that they be referred to a referendum vote of the membership. They were adopted by the membership by a vote of 16,601 to 7,225.

Whereas, The right of free speech is the dearest possession of a free people, and along with this priceless right goes the equally precious institution of a free press; and

Whereas, The union printers of North America have always been and are the most zealous champions of free speech and a free press; and

Whereas, We realize that the fullest and freest discussion of the affairs of any organization by the membership thereof is a vital necessity in the proper management and control of the organization, and that this is essentially true of the International Typographical Union, whose interests can only be safeguarded through the widest publicity; and

Whereas, A tendency has developed among the members of the International Union to abuse the rights of free speech and free publication, recent campaigns for the election of officers having been attended by the publication and circulation of scandalous and defamatory charges, frequently of such nature as to be actionable as libelous and slanderous,

and tending to bring into disrepute not only the individual so attacked, but to disgrace the International Typographical Union; and

Whereas, While we are opposed to any effort having for its purpose the restriction of the proper exercise of the right of free speech or free publication, we reserve the right to reprehend at any time any abuse of these rights that may be flagrant or jeopardize the good name and reputation of our organization; therefore, be it

Resolved, That we deplore the dangerous tendency so manifest to abuse and transcend the rights of free speech and free publication by the circulation of scandalous and libelous matter, the making of indiscriminate charges and allegations affecting the private character as well as the union standing of individual members of our union, to the ultimate detriment of the whole membership; and be it further

Resolved, That we demand that all members of the International Union shall refrain from the abuses of free speech and free publication that have made of our elections, both International and local, a reproach to the good name of our organization and a discredit to the trade union movement; and be it further

Resolved, That this preamble and resolutions in their entirety be submitted to the referendum for endorsement.

1. That the International Union strongly urges upon its subordinate bodies the necessity of providing in their respective "orders of business" for the discussion of the various phases of the labor question.

2. That it is not contrary to the policy of the International Union for our members to refuse to patronize an establishment which has been declared unfair, even though said establishment employs in part union men.

3. The International Union was the first union to de-

mand that equal wages shall be paid for the same work to both sexes in any union office. Recognizing that industrial evolution has driven women in ever increasing numbers into the trades and professions until they constitute a large percentage of the wage earners of the country, we believe they should have the same right to vote as men for the better defense of their industrial position.

4. That the International Union strongly recommends that subordinate unions commence the accumulation of a defense fund of \$10 per capita, to be provided in such manner as the local unions may elect.

5. The International Union emphatically endorses the action of subordinate unions whose scales place all composing room employes on an equality.

6. That the International Union considers it good policy for local unions to provide opportunity for their members to learn the operation of typesetting machines.

7. That, as there are a large number of secret and fraternal organizations that do not use the union label on their printing, members of subordinate unions request organizations of which they are members to have the union label appear on all printed matter.

8. That the International Union renews its demand that the label shall appear upon all text books used in the public schools, and subordinate unions are directed to appoint committees to work with that end in view.

9. That the subordinate unions of the International Typographical Union be encouraged to work for a still more efficient workmanship among their members and apprentices.

10. That the organization of label leagues composed of delegates from all labor unions, and organized on the lines of central bodies, as illustrated by the Union Label League of Denver, for the purpose of advancing the interests of all labels recognized by the American Federation of Labor, be endorsed; and that the International Typographical Union recommend to all sub-

ordinate unions that they use their best efforts to secure the organization of such label leagues in all cities where a subordinate union exists.

11. That all subordinate unions be requested to appoint a standing committee on supplementary education.

12. That all candidates for public office be requested to have the union label on all their business as well as political printing.

13. That the membership give its best endeavors toward persistent local label agitation. This work by local unions has produced excellent results wherever the members have concentrated their energies and insisted that the label appear upon printed matter.

14. That subordinate unions organize wherever practicable and render such assistance as may seem advisable to maintain in their respective localities an organization of apprentices after the plan of the Junior Typographical Union No. 1, of Denver, Colo., for the purpose of instilling in the minds of its members principles of unionism and to assist them in securing the benefits of International and local laws enacted for their advancement.

15. The International Union urges upon all unions the advisability and necessity of subscribing for the bona fide labor press (if any exist in their jurisdiction) as unions for all the members of the local union, to be paid for from the treasury of the local union, and render further support, such as patronizing of its advertisers to the exclusion of others, provided also that unfair firms or merchandise are not advertised in its columns, to the end that the value of its columns as an advertising medium may be fully appreciated by the friendly element of its community.

16. That the International Typographical Union stands eternally opposed to all legislation curtailing the individual liberties of the American people.

17. That local unions are urged to adopt laws to

prohibit spitting on floors of composing rooms. That the International Typographical Union recommends the use of individual drinking cups in all composing rooms under its jurisdiction.

18. That chairmen of offices under the jurisdiction of subordinate unions shall recognize the current working card of traveling inspectors and repairmen of typesetting machine companies, in so far as may be necessary to permit of the repair or inspection of machines.

19. That the International Typographical Union endorses the work of the state and district unions, and urges upon all subordinate unions to make efforts to form such organizations in the several states and the provinces of the Dominion of Canada.

20. That the delegates to this convention and the secretaries of the various subordinate unions are hereby instructed to use their best effort to instil greater interest among the membership to a more consistent perusal of The Typographical Journal, and the proceedings of the convention which appear therein.

21. That local unions enact laws looking to a closer scrutiny of applicants for membership as to their competency.

22. That the International Union urges upon all unions the advisability and necessity of subscribing for the bona fide labor press (if any exist in their jurisdiction) as unions for all the members of the local unions, to be paid for from the treasury of the local union, and render further support, such as patronizing of its advertisers to the exclusion of others, provided also that unfair firms of merchandise are not advertised in its columns, to the end that the value of its columns as an advertising medium may be fully appreciated by the friendly element of its community.

23. That specializing in a branch of the craft is to the detriment of the apprentice, and that wherever possible local unions shall see that apprentices shall

be given all opportunities possible to learn every branch of the craft, and shall endeavor to have a clause to that effect incorporated in their agreements with the employers. That we again impress upon local unions the necessity of organizing the apprentices into junior typographical unions and the need of inducing the apprentices to take the International Typographical Union course of instruction, to the end that the apprentice of today may be the printer of tomorrow.

24. That the International Typographical Union is in full sympathy with the movement to establish state, district and provincial typographical conferences throughout the jurisdiction. A number of these organizations have already been established and have proven of great benefit to local unions in an advisory capacity and in cementing the interests of journeymen printers working under similar conditions. It is therefore recommended that the movement be extended and that local unions be urged to co-operate in the work of these organizations, to which the International Typographical Union gives its approval and pledges its support.

25. Whereas, Millions of dollars have been spent under the administration of President Lynch without suspicion of theft or graft; and

Whereas, It has become a practice during campaigns for the election of International officers to insinuate that those serving us were dishonest and unworthy our confidence in every way; and

Whereas, These insinuations and near-charges have never been brought forward in a legitimate manner after the election is over; and

Whereas, This practice exposes the thoughtlessness or insincerity of those making the unsupported charges, and injures the organization by parading the lack of character of some of its members; and

Whereas, This pernicious practice in the past is a

vicious violation of the spirit and letter of that clause of our obligation in which every member solemnly declares that he "will not wrong a member or see him or her wronged;" therefore, be it

Resolved, That the International Typographical Union, in convention assembled, denounces the custom of maligning and slandering our officers that has made our election campaigns the marvel of other trade unionists and a disgrace to our organization; and, be it further

Resolved, That we congratulate the membership at large on its prescience in always ignoring the fulminations of those mistaken, misguided or vicious maligners and slanderers, and compliment the officers on the remarkable records attained by them in the discharge of their trusts; and, be it also

Resolved, That these preambles and resolutions be printed in full in our book of laws.

UNION PRINTERS HOME

CHARTER

KNOW ALL MEN BY THESE PRESENTS: That we, August Donath, of the city of Washington, in the District of Columbia; John D. Vaughan, of the city of Denver, in the state of Colorado; William S. McClevey, of the city of Indianapolis, in the state of Indiana; James J. Dailey, of the city of Philadelphia, in the state of Pennsylvania; Edward T. Plank, of the city of San Francisco, in the state of California; Columbus Hall, of the city of Washington, in the District of Columbia; Frank S. Pelton, of the city of Chicago, in the state of Illinois; Amos J. Cummings, of the city of New York, in the state of New York; William Aimison, of the city of Nashville, in the state of Tennessee; William H. Parr, of the city of Toronto, in the Dominion of Canada; Will Lambert, of the city of Houston, in the state of Texas; and James G. Woodward and George W. Morgan, both of the city of Atlanta, in the state of Georgia, being all and the survivors of all the members and original incorporators of The Union Printers Home, a corporation organized heretofore, to wit: on the twenty-fourth day of September, A. D. 1890, under and in accordance with the laws of the state of Colorado, providing for the organization of corporations for non-profitable purposes, do hereby make, execute and acknowledge in this certificate of writing, all pursuant of the recommendation of the Board of Trustees of said corporation by resolution expressed, our intention so to alter and amend the articles of incorporation of said The Union Printers Home, to the end that its objects shall be more fully defined and its purposes more economically and prudentially executed and administered as that:

First—The corporate name and style of the corporation shall be The Union Printers Home.

Second—The objects and purposes for which said corporation is formed are to provide and maintain a home for afflicted and aged and infirm union printers, and to procure and furnish such means, care and attention as may be required for the comfort and treatment of persons domiciled at said Union Printers Home, reserving to the Board of Trustees thereof the management and control of said Union Printers Home and the power to exclude therefrom persons suffering from such diseases as said Board of Trustees may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers; to provide for the support, care and maintenance of families of persons then or theretofore domiciled at said Home; to receive devises and bequests and to accept and execute trusts not inconsistent with its objects and purposes.

Third—The membership of said corporation shall at no time exceed seven. No person shall be eligible to membership therein except members in good standing of the International Typographical Union. The eligibility of candidates for membership in this corporation shall be determined by the members thereof at their annual meetings, or at any other meeting called for that purpose: *Provided, however,* That no candidate shall be considered except he shall have been recommended by the International Typographical Union, and in considering such candidate priority shall be given in the inverse order of the recommendations. Existing vacancies in the membership, whether caused by death, resignation or otherwise, shall be filled at the meeting of members first succeeding the occurrence of such vacancy.

Fourth—The prudential affairs of said corporation

shall be managed and controlled by a Board of Trustees having seven members. The Board of Trustees may make by-laws and from time to time may alter, amend or repeal any by-law. Standing or special committees may be appointed as provided by the by-laws, and such committees shall have and may exercise such powers as shall be conferred or authorized by the Board or by the by-laws.

Fifth—Such of the original incorporators of said corporation as may not be herein named as succeeding members shall be deemed to have resigned, and it is now hereby agreed and declared that such succeeding members shall be and are: August Donath, James J. Dailey, Frank S. Pelton, Edward T. Plank, W. S. McClevey, Columbus Hall, James G. Woodward.

Sixth—The names of the members of said Board of Trustees who have been selected to act as such during the first year of the existence of said corporation under these amended articles of incorporation are: August Donath, James J. Dailey, Edward T. Plank, Frank S. Pelton, William S. McClevey, Columbus Hall and James G. Woodward.

IN TESTIMONY WHEREOF, We have hereunto set our hands and seals this 19th day of April, A. D. 1892.

	AUGUST DONATH,	[Seal.]
	JOHN D. VAUGHAN,	[Seal.]
	WILLIAM S. MCCLEVEY,	[Seal.]
	JAMES J. DAILEY,	[Seal.]
	EDWARD T. PLANK,	[Seal.]
<i>Signed, sealed and</i>	COLUMBUS HALL,	[Seal.]
<i>delivered in pres-</i>	FRANK S. PELTON,	[Seal.]
<i>ence of:</i>	AMOS J. CUMMINGS,	[Seal.]
	WILLIAM AIMISON,	[Seal.]
	W. H. PARR,	[Seal.]
	WILL LAMBERT,	[Seal.]
	JAMES G. WOODWARD,	[Seal.]
	GEORGE W. MORGAN.	[Seal.]

CONSTITUTION

ARTICLE I.

The name of this corporation is THE UNION PRINTERS HOME.

ARTICLE II.

This corporation is formed to provide and maintain a home for invalid and aged and infirm members in good standing of the International Typographical Union of North America, a voluntary association (unincorporated) whose principal office is located at the city of Indianapolis, in the state of Indiana, and to procure and furnish such means, care and attention as may be required for the comfort and treatment of persons domiciled at said Union Printers Home, reserving to the Board of Trustees thereof the power to exclude therefrom persons suffering from such diseases as such Board of Trustees may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers.

ARTICLE III.

The domicile of this corporation shall be at the Home by it maintained at the city of Colorado Springs, in the state of Colorado, but its principal executive office shall be at the city of Indianapolis, in the state of Indiana.

ARTICLE IV.

This corporation shall have a perpetual existence.

ARTICLE V.

The membership of said corporation shall at no time exceed seven. No person shall be eligible either to

election to membership or to the retention of membership therein except members in good standing of said International Typographical Union. The eligibility of candidates for membership in this corporation shall be determined by the members thereof at their annual meeting or at any other meeting called for that purpose: *Provided, however,* That no candidate shall be considered except he shall have been recommended by said International Typographical Union, and in considering such candidates, priority shall be given in the inverse order of the recommendations. Existing vacancies in the membership, whether caused by death, resignation or otherwise, shall be filled at the meeting of members first succeeding the occurrence of such vacancy. Any member of this corporation may be expelled for ineligibility, or for the commission of an indictable offense, or for violation or wilful disregard of his duties of membership. Such expulsion may be effected by a two-thirds vote of any regular meeting or at any special meeting called for that purpose, at which a quorum is present in person or by proxy.

ARTICLE VI.

This corporation may, by its proper officers, accept property, real, personal or mixed, in trust, and pursuant of such acceptance may act as trustee: *Provided, however,* That no trust shall be accepted nor shall any act as trustee be done, inconsistent with the objects and purposes for which this corporation was created, or which would divert said corporation from the proper administration of its affairs.

ARTICLE VII.

The powers and duties of officers, the manner of creating or filling vacancies in the membership or in any office or on any board or committee, the time and place of meetings and the method of procedure thereat, and all other matters pertinent to the management and con-

trol of the affairs of said corporation not herein provided for shall be prescribed by the By-Laws.

ARTICLE VIII.

No alterations or amendments shall be made in this Constitution except at a regular meeting of the members or at a special meeting called for that purpose, and after one month's notice in writing has been given to each member of the substance of the proposed change. No change shall be made except by a two-thirds vote of any competent meeting, at which a quorum is present in person or by proxy.

BY-LAWS

ARTICLE I.—MEMBERSHIP.

SECTION 1. It shall be the duty of each member of this corporation to preserve his good standing as a member of the International Typographical Union of North America, a voluntary association (unincorporated), whose principal office is located at the city of Indianapolis, in the state of Indiana, to comply with its orders and regulations, and to discharge faithfully his duties and obligations thereto, for as much as this corporation is sustained by the members of that union, and for as much as the objects and purposes of the two bodies are similar in this, to wit: That each contemplates the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers.

SEC. 2. Any member of this corporation who shall have ceased to be a member in good standing of said International Typographical Union, or who shall have otherwise become liable to expulsion from this corporation, shall forthwith, upon the occurrence of such delinquency, be notified in writing of that fact by the Secretary of the corporation, or if he be disqualified by interest or refuse to act, then by any member of the Board of Trustees. Such notice shall call for the resignation of such delinquent member. If the member so notified be not within thirty days thereafter heard from, he shall be deemed to have resigned, and the proper officer of the corporation shall thereupon enter on record in the books of the corporation the fact of such resignation, and shall forthwith proceed as hereinafter provided for the filling of vacancies. But if such delinquent member upon being so notified shall answer

that the charges against him are not true or that he refuses to resign, then he may be expelled from membership as hereinafter provided.

SEC. 3. Expulsion of a member shall be by a two-thirds vote of any regular meeting, or any special meeting called for that purpose, at which a quorum of the members is present in person or by proxy. Any member who believes that any other member has by misconduct become liable to expulsion shall, as a privileged communication, report in writing his reasons for such belief to the Secretary, or if the Secretary be the person who is so delinquent, then to the several members. If the Secretary, or otherwise a majority of the members, deem the reasons so stated sufficient to warrant an investigation, the person so accused shall be notified of the substance of the charges made, and shall be requested to resign, or, upon refusal, to be prepared to make his defense against the charges at a time and place to be in said notice named: *Provided, however,* That thirty days' time be given between the filing of charges and the investigation thereof. At such meeting the charges made and the answer of the accused shall be fully investigated. Upon the conclusion of such investigation a vote shall be taken on the question, "Have the charges made been sustained?" If the requisite vote be cast in the affirmative, the accused shall thereby be deemed expelled. The proceedings of meetings as to the expulsion of members shall be strictly private and all communications made thereat shall be privileged.

SEC. 4. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to wit:

*I,, of the city of
in the state of, do solemnly swear that
I will support the Articles of Incorporation, the Con-*

stitution and By-Laws and all orders, rules and regulations of The Union Printers Home; that I will faithfully discharge the duties of any office or position to which I may be called as a member of said corporation; that at the expiration of my term of membership I will tender to said corporation my resignation as such member and will surrender to said corporation at the same time all property, rights and things to it belonging and in my possession or under my control; that at any time during my incumbency in any office or position in said corporation I will, when called upon so to do by any authorized officer or agent, make a detailed report of the condition of any or all matters in my keeping or under my control, and that I will furnish every facility within my power for the verification of such report by the inspection of books and papers, or otherwise, as may be required.

Any breach of this obligation shall be deemed unlawful, and for any damage sustained thereby on the part of said corporation or any person interested as cestui que trust in any property by it held, I agree that judgment may be taken against me in any court of competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and without relief of valuation or appraisement laws.

.....
*Before me in and for the city of
 in the county of and state of
 personally came the above named
 and voluntarily made and subscribed to the
 foregoing obligation.*

*Witness my hand and official seal this.....day of
A. D. 19..*

(Official character.)

.....
 Such obligation, when executed, shall be forthwith forwarded to the Secretary of the corporation, who

shall, upon receipt thereof, issue to such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ARTICLE II.—MEETINGS.

SECTION 1. The fiscal year of the corporation shall end annually on the first Saturday after the first Monday in November, and on that day the annual meeting of the members shall be held at such hour as shall be named in the notice thereof. Such meetings shall be held for the purpose of receiving and acting on the annual reports of officers, of electing new members and officers and of transacting such other business as may properly come before the meeting.

SEC. 2. Special meetings of the members may be called at any time by the President, or by any three members, on thirty days' notice in writing being given to each member. A copy of such notice, mailed to each member at his place of residence, as shown by the Secretary's books, shall be deemed sufficient notice. The notice of call of each meeting, except regular meetings, shall state the substance of such business as may come before said meeting, and no business shall be transacted at such special meeting except it shall have been so stated.

SEC. 3. All votes shall be by ballot.

SEC. 4. At meetings of the members the order of business shall be as follows:

First—Roll call of (1) officers and (2) members.

Second—Reading and correcting minutes of last meeting.

Third—Communications.

Fourth—Reports of officers.

Fifth—Reports of standing committees.

Sixth—Reports of special committees.

Seventh—Unfinished business.

Eighth—New business.

Ninth—Election of (1) members and (2) officers.

Tenth—Installation of (1) members and (2) officers.

Eleventh—Adjournment.

SEC. 5. The Board of Trustees of the Union Printers Home shall meet annually at the Union Printers Home in Colorado Springs, Colorado, on such date as they may select, all expenses of said meeting to be defrayed from The Union Printers Home Fund. The mode of procedure herein prescribed as to meetings of members of the corporation shall govern in the meetings of the Board of Trustees and all committees in so far as it may be applicable.

ARTICLE III.—OFFICERS.

SECTION 1. There shall be elected by the members of the corporation a Board of Trustees of seven members, who shall manage the prudential affairs of the corporation, and be the supreme authority in all matters of administration. At the first election three of said Trustees shall be elected for the term of one year, two for two years and two for three years. As said terms respectively expire, successors shall be elected for terms of three years, except in cases of filling an unexpired term; then the election shall be for such time as the original incumbent would have served. Said board shall organize by electing annually a President, a Vice-President, and a Secretary-Treasurer, who shall hold their respective offices until their successors are elected and qualified.

PRESIDENT.

SEC. 2. It shall be the duty of the President to preside at the meetings of members and of the Board of Trustees and to preserve order therein; to enforce compliance with the Articles of Incorporation, the Constitution and By-Laws, and all orders and regulations of the corporation; to call special meetings of the corporation when requested in writing so to do by two-thirds of the members; and to see that all

property of the corporation or in its control is properly cared for. He shall see that all moneys belonging to the corporation are properly deposited in responsible banks, in the name of the corporation, as such, and money shall be drawn from such fund only by check signed by the President and Secretary-Treasurer of the corporation.

He shall appoint all committees and shall be *ex officio* a member thereof. He may suspend any officer or agent of the corporation, pending action of the Board of Trustees or of the members, as the case may be; if, in his judgment, the welfare of the corporation requires such action. He shall annually appoint the following standing committees of the Board of Trustees, to consist of three members each: Finance, Admission and Rules, and one member of the Executive Committee, who, with the President and Secretary-Treasurer, shall constitute that committee. He shall do all such other acts as are ordinarily incumbent upon the chief executive officer of a corporation.

VICE-PRESIDENT.

SEC. 3. In the event of the death or resignation of the President, or his inability or failure to perform his duties, the Vice-President shall perform all the duties and have all the powers of the President.

SECRETARY-TREASURER.

SEC. 4. The Secretary-Treasurer shall keep the records of the corporation. He shall record in books kept for that purpose the names and postoffice addresses of the members of the corporation, the dates on which they were respectively elected, the names of officers and committees and the proceedings of meetings of the members and the Board. The Secretary-Treasurer shall have the custody of all moneys belonging to the corporation and of all certificates of loan or other evidences of investments, which he shall

exhibit once a year, or oftener, if required by the President, or by the Board of Trustees; he shall, under the direction of the President, deposit all funds in some responsible bank or banks, in the name of the corporation, and shall procure interest thereon when possible and cover the same into the treasury of the corporation; he shall disburse moneys only by check signed by the President and the Secretary-Treasurer; he shall keep a full and correct account of all moneys received and of all moneys disbursed; he shall pay only such bills as are approved by the finance committee or the President; he shall give a bond to the corporation from a solvent guarantee company in the sum of \$25,000, and shall, as to each separate fund or property held in trust by the corporation, give a bond to the Board of Trustees, as trustees for such fund or property, in such sum as the instrument creating such trust shall direct. All bonds shall be conditioned for the faithful performance of his duties. The Secretary-Treasurer shall also furnish the Board with a monthly statement of receipts and disbursements, and shall also publish the same each month in The Typographical Journal. He shall perform such other duties as are ordinarily incumbent upon the secretary-treasurer of a corporation or board of trustees.

EXECUTIVE COMMITTEE.

SEC. 5. The Executive Committee shall have power to do any acts relating to the affairs of the company which the Board of Trustees could lawfully do, and which the Board of Trustees may entrust to said committee. It may meet from time to time, and may adjourn from place to place as it thinks proper for carrying into effect the purposes of its appointment.

FINANCE COMMITTEE.

SEC. 6. The Finance Committee shall audit all accounts and claims and shall in writing report upon the

feasibility of all contemplated expenditures of an extraordinary character.

ADMISSION COMMITTEE.

SEC. 7. The Admission Committee shall, before any action is taken on any application for membership in the corporation or for admission to any institution or place under the control of this corporation, examine the qualifications of the applicant, and if such person be ineligible in the opinion of the committee, the application shall be rejected, but the right of appeal shall lie to the Board of Trustees from any decision of the committee.

COMMITTEE ON RULES.

SEC. 8. The Committee on Rules shall have the powers and perform the duties ordinarily incumbent upon judiciary committees. It shall act co-ordinately with the Solicitor of the corporation in all matters referred to it by the President or Board of Trustees, or any other committee thereof. It shall prescribe the rules for the government of servants of the corporation and for the conduct and behavior of persons admitted to any institution or place under the control of the corporation.

ARTICLE IV.—SERVANTS OF THE CORPORATION.

SECTION 1. The President shall, with the concurrence of the Board of Trustees, appoint a Superintendent and Matron for each institution under the management and control of the corporation, who shall reside upon the premises and who shall not be discharged except for cause and with the concurrence of the Board of Trustees. The Superintendent shall purchase all supplies needed by the institution and shall keep an account thereof; he shall make a detailed report each month to the Finance Committee. The Matron shall have charge of the household duties of the Home; she shall procure all needed supplies from the Superintendent, keeping a

correct account thereof and reporting monthly to the Finance Committee. The compensation of the Superintendent and Matron shall be fixed by the Board of Trustees.

SEC. 2. The President may annually appoint a Solicitor, who shall attend to the legal business of the corporation.

ARTICLE V.—ADMISSION OF INMATES.

SECTION 1. Every application for admission into any institution under the management and control of this corporation shall be made in writing, setting forth the name, age and residence of the applicant, and such other information as the Committee on Admission may require, contemplating the competency of such person to share in the benefits and resources of the fund or trust to which his application is directed. All nominations shall be received by the Secretary and recorded in the order of presentation in a book kept for that purpose, and shall be referred upon receipt to the Committee on Admission, upon whose favorable report the application shall be accepted and the applicant admitted.

SEC. 2. Each candidate for admission shall make application through the subordinate union of said International Typographical Union of which the applicant may be a member in good standing. Each applicant shall be endorsed by the president and secretary of the subordinate union to which the candidate belongs, and the seal of the union shall be attached thereto.

ARTICLE VI.—REORGANIZATION OF THE CORPORATION.

WHEREAS, There has of recent date been a reorganization of this corporation, made pursuant of a resolution adopted by the Board of Trustees of the Union Printers Home, as organized on the 24th day of September, A. D. 1890, which resolution was as follows, to wit:

WHEREAS, It has been reported to this corporation by

its Solicitor that a reorganization is requisite in order to accomplish more readily and economically the purposes for which the corporation was formed; and,

WHEREAS, It is desirable that this corporation be competent to execute trusts consistent with its own purposes; therefore, be it

Resolved, That steps be taken forthwith to reorganize this corporation, to the ends following, to wit:

First—That the number of members of the corporation be reduced from thirteen to seven.

Second—That a Board of Trustees be created with power to manage and control the prudential affairs of the corporation, and with authority to delegate duties to competent committees to the end that the administration of the affairs of the corporation may be attended with less expense.

Third—That the corporation be made competent to accept and execute trusts consistent with its own purposes.

Fourth—That such other functions and duties may be defined and assumed as are consistent with the general design of the corporation, and as were contemplated in its original organization, but defectively provided for; and

WHEREAS, At the time of said reorganization and as a means of effecting the same, the following named persons resigned their membership therein and released and surrendered all their rights, privileges, benefits and advantages thereunto appertaining, to wit: John D. Vaughan, Amos J. Cummings, George W. Morgan, Will Lambert, William Aimison, William H. Parr.

Now, THEREFORE, Be it resolved and enacted as a by-law of this corporation, that all the acts of and essential to said reorganization, on the part of said John D. Vaughan, Amos J. Cummings, George W. Morgan, Will Lambert, William Aimison, William H. Parr, and of said The Union Printers Home as originally incorporated by, and the same are hereby in all respects con-

firmed, ratified and adopted by this corporation as the acts of this corporation, and that any and every liability of said parties on account of such reorganization be and the same are hereby assumed by this corporation.

ARTICLE VII.—THE HOME AT COLORADO SPRINGS.

WHEREAS, The members of the International Typographical Union of North America have, by their individual efforts and with their separate means procured land for the required site therefor, and the erection and construction at Colorado Springs, in the state of Colorado, of an institution or home for invalid and aged and infirm members, in good standing, of the said International Typographical Union; and

WHEREAS, The said members have in like manner and by like means provided an endowment for said institution or home, by which the same may be maintained and supported; and

WHEREAS, The objects and purposes of said International Typographical Union and of this corporation are similar and alike in this, to wit: That each contemplates the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers; and

WHEREAS, This corporation is supported and maintained by the members of said International Typographical Union; and

WHEREAS, Said institution or Union Printers Home at Colorado Springs is now completed and ready for occupancy and the equitable title thereto is vested in trustees of the members of said union; and

WHEREAS, With the belief that said Union Printers Home could be more economically and prudentially managed by this corporation than by the members of said union, who are of great number and widely scattered over the United States and Canada, it has been proposed that this corporation take in trust for said members the title to said Home.

NOW, THEREFORE, Be it resolved and enacted as a by-law of this corporation, that the deed of trust for said land, executed on the 17th day of May, A. D. 1892, to this corporation be, and the same is hereby accepted, and this corporation, pursuant of such acceptance, undertakes to act as trustee in carrying out the trust by said deed created and which is expressed in the words and figures following, to wit:

"THIS DEED, Made this seventeenth day of May, in the year of our Lord one thousand eight hundred and ninety-two, between Edward T. Plank, William S. McClevey and Columbus Hall, as trustees for the International Typographical Union of North America, a voluntary association (unincorporated), whose principal office is located at the city of Indianapolis, in the state of Indiana, parties of the first part, and the Union Printers Home, a corporation organized under and by virtue of the laws of the state of Colorado providing for the organization of corporations for non-profitable purposes, party of the second part.

"*Witnesseth*, That the said parties of the first part, by virtue of the authority in them confided as said trustees, and in consideration of the conditions and the trust and confidence hereinafter recited, defined and declared.

"Have granted, bargained, sold and conveyed and by these presents do grant, bargain, sell and convey and confirm unto the said party of the second part as said trustee, to successors and assigns forever, all the following described lots and parcels of land situate, lying and being in the county of El Paso, in the state of Colorado, to wit: The west half of the southwest quarter of section sixteen (16), township fourteen (14) south, range sixty-six (66) west, containing eighty (80) acres, more or less, together with all and singular the hereditaments and appurtenances thereunto belonging or in any wise appertaining and the reversion and reversions, remainder and remainders, rents, issues and profits thereof and all the estate, right, title, interest, claim and demand

whatsoever of the said parties of the first part, or either of them, either in law or in equity of, in, and to the above bargained premises with the hereditaments and appurtenances.

"To have and to hold the said premises above bargained and described with the appurtenances unto the party of the second part as said trustees, its successors and assigns forever.

"Provided, always, And this conveyance is made upon the express condition of the performance of the trust and confidence herein and hereby declared, as follows, to wit:

"WHEREAS, The members of the said International Typographical Union of North America have by their individual efforts and with their separate means procured the above described land for a situs, and the erection and construction thereon of an institution or home for invalid and aged and infirm members in good standing of the said International Typographical Union; and

"WHEREAS, The said members have in like manner and by like means provided an endowment for said institution or home by which the same may be maintained and supported; and

"WHEREAS, The objects and purposes of said International Typographical Union and of said grantee herein, viz.: The Union Printers Home, are similar and alike in this, to wit: That each contemplates the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers; and

"WHEREAS, Said institution or home is now completed and ready for occupancy and the title thereto is vested in trustees of the members of said union; and

"WHEREAS, Said Home could be more economically and prudently managed by said The Union Printers Home than by the members of said International Typographical Union, who are of great number and widely scattered over the United States and Canada.

“Now, THEREFORE, To obtain and secure these desirable ends, and for no other purpose, this deed of conveyance is executed, vesting in said corporation, as trustee, the title of and to said real estate:

“*First*—Out of and with funds provided by the said International Typographical Union of North America the said party of the second part shall supply said institution or home with plain and suitable furniture, apparatus and all other matters needful to carry the general design of this trust into execution.

“*Second*—After said institution or home shall have been supplied with plain and suitable furniture, apparatus and all other matters needful to carry into execution the general design of this trust, the unexpended residue of the endowment provided by said International Typographical Union and the income, issues and profits thereof, together with any incomes, issues and profits arising from and out of the sale or lease of any part of the above described land shall be applied to maintaining the said institution or home according to the directions herein.

“*Third*—Forthwith upon said party of the second part entering into possession under this deed, the Treasurer of said corporation shall execute to said corporation his good and sufficient bond in the penal sum of \$25,000, lawful moneys of the United States, conditioned upon the faithful performance of his duties as such Treasurer in caring for the funds and property of this trust which may come into his possession. Such bond shall be executed in compliance with the laws of the state of Colorado and shall be construed according to said laws. Annually thereafter said Treasurer shall in like manner execute a similar bond: *Provided, however,* That the penal sum of any subsequent bond so given shall be in such amount as said corporation by its proper officers may direct.

“*Fourth*—That said institution or Union Printers Home shall be organized as soon as practicable by the

selection of competent officers and servants, and to accomplish that end more effectually due notice of the intended opening shall be given.

"Fifth—A competent number of officers, physicians and surgeons, nurses, servants, and other necessary agents shall be selected, and when needful their places from time to time be supplied. They shall receive adequate compensation for their services; but no person shall be employed who shall not be of tried skill in his or her proper department, of established moral character, and in all cases persons shall be chosen on account of their merits and not through intrigue or favor: *Provided, however,* Nothing herein shall prevent any inmate of said Union Printers Home from rendering such gratuitous service as he may be able and willing to render.

"Sixth—As many invalid and aged and infirm members of said International Typographical Union as the endowment shall be adequate to maintain in said Union Printers Home, shall be introduced into the Union Printers Home as soon as possible, and from time to time as there may be vacancies or as increased ability from income may warrant others shall be introduced.

"Seventh—On the application for admission an accurate statement shall be taken in a book prepared for the purpose, of the name, birthplace, age, health, condition as to relations, place from which sent, and other particulars useful to be known of each person admitted.

"Eighth—No person shall be admitted as an inmate of said Union Printers Home, except members in good standing of said International Typographical Union of North America, and such eligibility shall be determined by the proper authority of said corporation upon the facts presented in the application for admission. *Provided, however,* That in case of emergency, the President of the corporation may, on proper showing of urgency, admit an applicant to said Union Printers Home, pending investigation of the eligibility of said applicant

to share the bounty of this trust: *And provided, further,* That the power be and it is hereby reserved to the Board of Trustees of said The Union Printers Home to exclude therefrom persons suffering from such diseases as said Board may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers.

"Ninth—Those persons whose admission application shall first be made shall be first introduced, all other things concurring, and at all future times priority of applications shall entitle the applicant to preference in admission, all other things concurring; but if there shall be at any time more applicants than vacancies, and the applicants be suffering from different afflictions, or be of different degrees of infirmity, then a preference shall be given (1) to the afflicted as against the infirm; (2) to those of the afflicted to whom the greatest probable good can be done by admission as against those to whom a less degree of good is probable; and (3) to those of the infirm whose infirmity is greatest. In all things it shall be the duty of said trustee, its officers and servants in the administration of the affairs of this trust to contemplate doing the greatest good with the resources at hand to the end that the welfare of this trust shall be conserved, and that the Home shall become and be an example worthy of emulation on the behalf of other crafts and orders.

"Tenth—The persons admitted into said Union Printers Home shall be there fed with plain but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn) and lodged in a plain but safe manner; due regard shall be paid to their health, comfort and happiness, and to this end their persons, clothes and apartments shall be kept clean, and they shall have suitable and rational exercise and recreation. And as to the character of this exercise and recreation

there shall be no restriction, except that it shall be taken at timely hours, and shall be moral and temperate in all its respects. In this behalf much may be suggested to the Board of Trustees of said corporation by the topography and character of the grounds of the institution, and it is recommended without being made a duty of said Board, that landscape gardening, or some similar vocation, be undertaken on said grounds as a source of exercise and recreation to the persons domiciled at said Home. But no task or duty shall ever be imposed under the guise of exercise or recreation on any inmate of said Home, nor shall any inmate, officer or servant of said Union Printers Home be permitted to engage in any money-making scheme or act in connection with the property of said Union Printers Home: *Provided, however*, Nothing herein shall be construed as a restriction upon the clause of lease or sale hereinafter contained.

"Eleventh—No charge, tax, fee or assessment shall ever be made, levied or collected from any person domiciled at said Union Printers Home. Its bounty shall be unpurchasable; its charity shall be given without price: *Provided, however*, That nothing herein contained shall be construed to prohibit any person from making to said Union Printers Home an absolute and unqualified donation.

"Twelfth—No duty shall be required of any inmate of said Union Printers Home except the duty of good behavior and compliance with such rules for the discipline and administration of said Union Printers Home as the Board of Trustees of said corporation, in their wisdom, and contemplating the purposes of this trust, may adopt.

"Thirteenth—Should it unfortunately happen that any person admitted to said Union Printers Home shall, from misconduct, have become unfit longer to remain, and mild means of reformation prove futile, such person shall be expelled therefrom.

"Fourteenth—The death of any inmate of said Union

Printers Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of said International Typographical Union, and the remains of the deceased shall, for a proper length of time, be held waiting the order of said President. But if no response be had within a proper time from said President, then the remains shall be interred in a part of the grounds of said Union Printers Home which shall have been set apart for that purpose. In the burial of its unclaimed dead, the Union Printers Home shall provide a plain but neat robe and other essential garments, and a plain but neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of illness, the time given for answer from the notice of death sent to the President of said International Typographical Union, the place of burial, the cost of burial, and other particulars useful to be known shall be recorded in a book kept for that purpose: *Provided, however,* That should the Board of Trustees of said corporation, or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Union Printers Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure other suitable place of burial, and in so doing extravagance shall be avoided, to the end that the greatest possible amount of the funds of this trust shall be preserved for the care of the living.

*“Fifteenth—*If at any time the Board of Trustees of said The Union Printers Home find it to be impracticable and inconsistent with the objects and purposes of this trust to maintain as a part of the grounds of said Union Printers Home so large a tract of land as that hereinbefore described, then they may lease or sell and

dispose of any part of said land not exceeding sixty acres, as they may deem expedient: *Provided, always,* That the rents, issues and profits of any lease, sale or disposition of property so made shall be forthwith and wholly turned over to the Treasurer of said The Union Printers Home, to be applied to the same uses and purposes as are herein declared of and concerning said trust generally. If the sale of said sixty acres, hereinbefore mentioned, shall have been made, and thereafter it shall be by said Board of Trustees found impracticable, on account of any particular circumstances of the location of said Union Printers Home, or the failure of endowment, or other sufficient reason, longer to maintain said Union Printers Home, then said Board of Trustees may sell and dispose of the remainder of said land, and the building and structures thereon, as they may deem expedient: *Provided, always,* That the issues and profits of such second sale or disposition of property so made shall be forthwith and wholly turned over and surrendered to the Treasurer of said International Typographical Union to be thereafter used as said Union may direct. Any deed made by said Board of Trustees pursuant of the authority herein conferred, shall contain a covenant of general warranty.

"Sixteenth—None of the moneys, principal, interest or dividends, and none of the property of said trust or the rents, issues, or profits thereof, or acquired or arising by virtue of or incident to said trust or the administration thereof, shall ever be applied to any other purpose or purposes whatever than those herein mentioned and appointed.

"Seventeenth—Separate accounts, distinct from the other accounts of the corporation, shall be kept by said corporation concerning the said trust, Home and funds, and of the investment and application thereof, and a separate account or accounts be kept in bank not blended with any other account, so that it may at all times ap-

pear on examination that the objects of this trust have been and are being fully complied with. And the said corporation shall render a detailed account annually to the said International Typographical Union at the commencement of its convention concerning the said trust, Home and funds, and shall submit all their books, papers and accounts touching the same to a committee of said International Typographical Union for examination when the same shall be required.

"Eighteenth—It shall be the duty of said Trustees to defend the title at law in case of any suit brought respecting the title to the real estate hereinbefore described; give notice, if it may be useful or practicable, of any such suit to the said International Typographical Union, or its proper officers; keep the trust property insured in good companies, using trust funds therefor; pay out of the funds provided all taxes, charges and assessments; afford accurate information to said International Typographical Union of the condition and disposition of the trust property; if not possessed of all proper information to seek for and, if practicable, obtain it; manage the Union Printers Home and care for the inmates thereof according to the intent and general design of this trust, and contemplating the purposes (1) for which said Union Printers Home was established and endowed, and (2) considering the mutuality of purpose which exists in the purposes of said The Union Printers Home and said International Typographical Union, to wit: That each contemplates the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers.

"To all of which objects the said parties of the first part grant, convey and confirm the said property as aforesaid, but if the said party of the second part shall knowingly and wilfully violate any of said conditions, then and thereupon the said International Typograph-

ical Union, by its officers or agents by it in convention authorized and appointed so to do, shall have the right to enter upon said land and take possession as the absolute and unconditional owner thereof in fee simple

"And the said parties of the first part for themselves, their heirs, executors and administrators, do covenant, grant, bargain and agree to, and with the said party of the second part, its successors and assigns, that at the time of the ensealing and delivery of these presents, they are well seized of the premises above conveyed as of good, sure, perfect, absolute and indefeasible estate of inheritance in law, in fee simple, and have good right, full power and lawful authority to grant, bargain, sell and convey the same in manner and form aforesaid, and that the same is free and clear from all former and other grants, bargains, sales, liens, taxes, assessments and incumbrances of whatever kind and nature soever, and the above bargained premises in the quiet and peaceable possession of the said party of the second part as trustee, its successors and assigns against all and every person or persons lawfully claiming or to claim the whole or any part thereof, the said parties of the first part shall and will warrant and forever defend.

"In witness whereof, the said Edward T. Plank, William S. McClevey and Columbus Hall, as Trustees for the International Typographical Union of North America, a voluntary association (unincorporated), whose principal office is located at the city of Indianapolis, in the state of Indiana, have hereunto set their hands and seals the day and year above written.

"EDWARD T. PLANK, [Seal.]

"WILLIAM S. MCCLEVEY, [Seal.]

"COLUMBUS HALL. [Seal.]

"As Trustees for the International Typographical Union of North America, a voluntary association (unincorporated), whose principal office is located at the city of Indianapolis, in the state of Indiana."

ARTICLE VIII.

These By-Laws may be altered or amended, with the exception of Articles VI and VII, which are irrevocable, by the Board of Trustees. Proposed amendments shall be submitted in writing by the Secretary to the members of the Board, who shall each submit his vote in writing to the President, who, upon inspecting the same, shall deliver it to the Secretary for preservation among the records of the corporation. If two-thirds of the Trustees are in favor of the amendment the President shall direct the Secretary to make such change in the By-Laws.

RESOLUTIONS

1. Where applicants are admitted to the Union Printers Home the expense of transportation shall be defrayed by the local typographical union, when the applicant is unable to pay the same.—*Proceedings 1894, page 41.*

2. The Committee on Admissions is instructed to exclude persons suffering from tuberculosis in the last stage and from infectious and contagious diseases.—*Proceedings 1894, page 41.*

3. The Board of Trustees is hereby authorized to appropriate from the Home fund, upon proper application of the Superintendent, an amount equal to railroad fare from the place where application was made for admission to the Home; said amount to be expended by the Superintendent in purchasing transportation in whatever direction a discharged inmate may select. Where an inmate is discharged for misconduct, the amount appropriated shall be charged to the local union recommending him.—*Proceedings 1894, page 41.*

4. Applicants to the Union Printers Home shall be members of the International Typographical Union for not less than ten years, at least three years of their membership to immediately antedate time of application: *Provided*, That persons suffering from tuberculosis may be admitted immediately after affiliation with the International Typographical Union, except in cases where the admission committee is satisfied that such affiliation was entered into solely to secure admission to the Home.—*Adopted by Trustees of Home September, 1911, under instruction from San Francisco convention.*

5. The Superintendent of the Union Printers Home is hereby given power to regulate the internal affairs of the Home, and if an inmate prove obnoxious, and persists in his conduct, he should be discharged.—*Proceedings 1893, page 219.*

6. That the Superintendent of the Union Printers Home furnish, for publication in The Typographical Journal, a monthly statement of admissions to and expulsions from the Home, names of unions sending inmates, and such other information as may be of interest concerning the condition of the inmates.—*Proceedings 1894, page 41.*

7. That charges against the management or any officer of the Union Printers Home must be of a specific nature, and made in the regular manner provided by the rules of the institution and endorsed by the union which secured the admission of the inmate preferring the same.—*Proceedings 1894, page 41.*

8. That inmates be required, when able, to perform such duties as may appear proper to the Superintendent, subject to the judgment of the attending physician.—*Proceedings 1894, page 41.*

9. That inmates who have vacated the Union Printers Home and received transportation shall be required, before being readmitted, to refund the amount of such transportation.—*Proceedings 1896, page 123.*

10. That the Board of Trustees be and is hereby authorized to make an allowance of at least 50 cents per week to members of subordinate unions now or hereafter in the Union Printers Home, whose unions are unable to make any financial provision for them.—*Proceedings 1896, page 123.*

11. Inmates vacating the Union Printers Home, when found guilty of disposing of the transportation furnished, shall be required to refund the full amount of such transportation.—*Proceedings 1896, page 123.*

12. That the board of trustees of the Union Printers Home be instructed by this convention to incorporate in its rules a provision that all applications for admission to the Union Printers Home be accompanied by a medical report made by a physician selected by the union in which such applicant holds membership.—*Proceedings 1909, page 264.*

TYPOGRAPHIA AMALGAMATION

IN EFFECT SINCE JULY 1, 1894.

1. The members of the German-American Typographia shall, in accordance with their present laws and customs, elect by general vote a Second Vice-President and three members, who shall constitute an Advisory Board, said Second Typographia Vice-President to be the Secretary-Treasurer of the German Branch, whose headquarters shall be located at Indianapolis; he shall have general supervision of such features of the German Branch as are not contemplated by the existing laws of the International Typographical Union; he shall decide all questions which may arise between members and unions regarding benefit features and the practices thereunder. The Advisory Board shall decide all appeals from the decision of the Second Vice-President, and any person feeling aggrieved at the decision of the Advisory Board may take an appeal to the International Typographical Union in convention assembled, when the case shall be referred to a committee composed of all the delegates from German unions, and a finding of a majority of the committee shall be recorded as the decision of the International Union, which shall be final.

2. The Second Vice-President shall receive from the International Typographical Union the sum of \$500 yearly in part payment of that official's salary, the bal-

ance thereof and all running expenses attaching to his office to be provided for by the German-American Typographia: *Provided, however,* That the residue remaining in the International Union's General Fund to the credit of German members shall revert to the Advisory Board, to be applied to defraying the legitimate expenses of that branch.

3. All laws or rules governing or appertaining to the benefit features of the German-American Typographia in force January 1, 1893, to remain in force and be subject to amendment, as prescribed on the aforementioned date.

4. Upon all other subjects, other than those mentioned in paragraph 3 and type measurcment, together with laws and customs governing foremen, the laws of the International Typographical Union in force January 1, 1893, and as thereafter amended, shall prevail: *Provided,* This shall not be construed to prohibit the special privileges granted members of the German Branch as to their rights under traveling cards, as hereinafter more specifically set forth.

5. Members in good standing desirous of transferring their membership to a union of the opposite language, shall be entitled to receive the International Typographical Union certificate, which shall be furnished upon payment of current month's dues; which certificate shall be deposited with the proper officers of the union of opposite branch within forty-eight hours. The conditions under which such certificates are issued and received shall be: Members of the German branch depositing certificates with English unions shall have the option of retaining membership in the German union for beneficial purposes, such beneficial membership to be retained by the payment, to the local German union, of all dues imposed by the German union for purely beneficial purposes, viz.: that part of the dues apportioned for the maintenance of the sick and funeral funds; and such members upon redepositing

their certificates with the German branch shall be entitled to all benefits the same as though their membership in the German branch had, in every respect, been continuous; German members of English unions, retaining benefit membership in the German union, shall have the right to participate in the discussion of, and to vote upon, all proposed amendments in the laws and rules governing or bearing upon the benefits to which he is a contributor; members of the German branch, depositing a certificate with the English union, who may fail to pay to the German union the dues required to maintain benefit membership, and at the time and in the manner prescribed by the laws and rules of the German union, shall be deemed to have severed their connection with the German union, and upon re-depositing their certificates shall, as to benefits, be considered new members, viz.: subject to the laws requiring that members shall be such for certain specified terms to entitle them to benefits; benefit members of the German union, who may be working within the jurisdiction of an English union, and who may, for any cause, be expelled from said English union, shall be deemed to have been simultaneously expelled from the German union, and shall be deprived from benefits from date of expulsion, it being understood that said expelled member shall have the right of appeal, and that if upon appeal he be reinstated, such reinstatement shall also apply to the German branch as well, and he shall be continued in benefits without prejudice; members in the English union not benefit members of the German branch, depositing certificates with the German union, shall be considered new members, and shall be subject to the laws requiring that members be such for certain specified terms to entitle them to benefits; in all cases a duly accredited certificate shall of itself be sufficient to entitle the holder to membership in any union in which he may desire to deposit, shall entitle the depositor to all benefits (unless

he be physically disqualified) and no union shall have power to reject such certificate.

6. The laws and rules governing and bearing upon benefits in the German branch shall be amended in the manner prescribed by the Constitution of the German-American Typographia, and no member shall have the right to vote thereon except members of the German-American Typographia and benefit members attached to English unions, both to vote at the time and in the manner prescribed by the Constitution of the German-American Typographia.

7. While the members of the German branch shall, as heretofore, have absolute control of their out-of-work, sick, traveling and death benefits, except as otherwise stipulated herein, the laws of that organization regarding strikes and strike benefits are to be superseded by the laws of the International Typographical Union upon strikes and strike benefits.

8. In any city or town affording employment to seven or more printers on German work, those so employed shall organize a German branch.

9. German unions shall attach themselves to Allied Trades Joint Standing Committee, and any differences as to jurisdiction between English and German unions shall be referred to this body for adjudication, but nothing herein shall be construed as preventing the aggrieved party from taking an appeal from its decision to the Executive Council.

AGREEMENT

BETWEEN THE INTERNATIONAL TYPOGRAPHICAL UNION, THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, THE INTERNATIONAL BROTHERHOOD OF BOOKBINDERS, THE INTERNATIONAL STEREOTYPERS' AND ELECTROTYPERS' UNION AND THE INTERNATIONAL PHOTO-ENGRAVERS' UNION.

The duly authorized representatives of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers' and Electrotypers' Union, and the International Photo-Engravers' Union have entered into the following agreement for the formation of an association for a joint ownership of the allied printing trades union label:

ARTICLE I

NAME, OBJECT, JURISDICTION

SECTION 1. This body shall be known as the International Allied Printing Trades Association.

SEC. 2. The objects of this association are to designate the products of the labor of the members there-
or by adopting and registering a label or trade mark designating such products.

SEC. 3. To that end the association shall by its board of governors adopt a label, to be known as "Allied Printing Trades Label," which label shall be used to

distinguish the product of the labor of the members of the association; and the association shall exercise jurisdiction throughout the United States of America and Canada in regard to said label, and over subordinate local organizations which shall be established and maintained in accordance with the provisions of these laws.

ARTICLE II

MEMBERSHIP

SECTION 1. All members in good standing of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Stereotypers' and Electrotypers' Union, the International Brotherhood of Bookbinders and the International Photo-Engravers' Union shall be members of this association. But before the members of any of the said unions shall become members of this association, they shall by appropriate action taken by them at a convention, or on referendum vote or otherwise in manner approved by the respective unions, duly declare their intention and desire to become such members and agree to abide by all laws and regulations now or hereafter adopted for the government of this association, and shall at the same time provide who shall constitute their representatives on the board of governors hereinafter provided for in Article III. And any member ceasing to be a member in good standing in one of said unions shall thereby cease to be a member of this association.

ARTICLE III

BOARD OF GOVERNORS

SECTION 1. The affairs of this association shall be conducted and governed by a board to be known as the "Board of Governors." Said board shall also be trustees of, and hold title to, any label adopted by the association and all other property of the association;

and they shall cause to be registered such label in all states, territories and District of Columbia, in the United States, and Dominion and Provinces of Canada, where registration is or may be hereafter authorized by law.

SEC. 2. The board of governors shall consist of eight members. For the purpose of selecting those members, the membership of this association shall be divided into five groups, as follows:

One group consisting of those members who are also members of the International Typographical Union, who shall select four members of said board; one group consisting of those members who are also members of the International Printing Pressmen and Assistants' Union, who shall select one member of said board; one group consisting of those members who are also members of the International Stereotypers' and Electrotypers' Union, who shall select one member of said board; one group consisting of those members who are also members of the International Brotherhood of Bookbinders, who shall select one member of said board; and one group consisting of those members who are also members of the International Photo-Engravers' Union, who shall select one member of said board.

The selection of said members of said board of governors shall be in the manner and by the mode adopted by the several groups of members above specified respectively.

SEC. 3. The members of said board shall hold office until their successors are duly chosen. Should any member of said board cease to be such member, his successor shall be chosen or designated by the group who had selected such member in such manner as such group may determine. No member of said board shall continue in office after he has ceased to be a member of this association.

SEC. 4. The officers of the board of governors shall

be a president, vice-president and secretary-treasurer and such other officers as the board may determine, who shall be elected by a majority vote. But no two executive officers shall be members of the same trade union.

SEC. 5. Regular meetings of the board of governors shall be held on the first Monday in November, March and July of each year at the place decided upon by a majority vote of the board of governors, written notice of which shall be mailed to each member of the board by the secretary-treasurer thereof. At the regular meeting in March, the officers of said board shall be nominated, elected and installed for the ensuing year. If any vacancy occurs during the ensuing year it shall be filled from members of the board.

On written demand of a majority of the members of the board, the president shall call a meeting at a convenient time and place designated by the president and after written notice is mailed to each member of the board.

In the event of any member of the board being unable to attend any meeting he may delegate his power and authority to a proxy, who, however, shall be a member of the same trade union of which the member giving the proxy is a member. Upon the filing of properly presented credentials to the board of governors, said proxy shall be accorded all rights and privileges due to the member for whom he is proxy.

When any group shall have more than one representative on the board of governors, then in the absence of any member or members thereof selected by said group, the other member or members of the board selected by such group may cast the full vote to which said group shall be entitled without having any proxy to do so.

Between meetings the secretary-treasurer may submit any questions calling for prompt action to the con,

sideration of the members of the board of governors by mail, and the members shall vote by mail. Their votes shall be canvassed and announced by the secretary-treasurer and given the same effect as though cast at a meeting, and all such proceedings shall be reported by the secretary-treasurer at the next regular meeting of the board.

All questions coming before the board of governors shall be decided by unanimous vote, except as provided in Sections 4 and 5 of this article. In the event of failure of the board of governors to agree unanimously upon any proposition or propositions submitted to it, then any one or more of the members of said board may demand that such proposition or propositions be submitted to a disinterested person for decision, and such disinterested person shall be selected by the unanimous vote of the board of governors, but if said board shall fail to agree upon such disinterested person, then such person shall be selected by the president of the American Federation of Labor, and the decision of such person so selected shall be final and binding upon the board of governors. Notice of the demand to submit any such proposition or propositions for decision to a disinterested person, as aforesaid, must be given during the session in which such proposition or propositions arise, and the settlement of such proposition or propositions shall proceed to determination as speedily as circumstances permit, not to exceed thirty days from the time said notice shall be given, unless the time shall be extended by the board of governors.

SEC. 6. The board of governors may adopt such rules of procedure in the hearing of appeals and in the conduct of such other business as may properly come before it as do not conflict with any of the general laws of the association.

ARTICLE IV

LOCAL ALLIED PRINTING TRADES COUNCILS

SECTION 1. In localities where there are subordinate unions chartered by two or more of the unions mentioned in Article II hereof, a local allied printing trades council shall be formed, the jurisdiction of which shall be determined by said board of governors. Within such jurisdiction no member of the International Allied Printing Trades Association shall use any trade label other than that issued by said International Allied Printing Trades Association through the local allied printing trades council, and all unions whose members are members of the International Allied Printing Trades Association shall withdraw from said jurisdiction their union label.

SEC. 2. It shall be composed of members chosen by and from those who are members of said subordinate unions, three being appointed or elected from each union in the manner and by the mode adopted by the members of the union. The selection of the three members from the membership of each of said unions shall be certified to said local allied printing trades council, and the three members of each class shall continue to be members of said local council for a term of one year and until their successors are duly chosen and certified by the members of that class. No one shall be at the same time a member of more than one local allied printing trades council.

SEC. 3. Each member present at any meeting of a local allied printing trades council shall be entitled to one vote. But a roll call may be demanded by any member on a question involving the raising of revenue or the election of officers, and on said roll call each member shall be entitled to additional votes as follows: For fifty (50) members of the local union to which he belongs, one vote; for each additional fifty (50) members or major fraction thereof up to three

hundred (300) members, one vote; for the next two hundred (200) members or major fraction thereof, one vote; for each additional five hundred (500) members or major fraction thereof, one vote, the membership to be computed in accordance with the last per capita tax paid by each local union.

SEC. 4. Local allied printing trades councils shall elect as officers a president, vice-president and secretary-treasurer and such other officers as the local council may determine. And said local councils may adopt such provisions and rules for their government as are not in conflict with the purpose and provisions of the general laws of the International Allied Printing Trades Association or in conflict with the rules and laws of the board of governors of said International Allied Printing Trades Association.

SEC. 5. The funds of each local allied printing trades council shall be under its control, and shall be on a per capita basis.

ARTICLE V

APPEALS

SECTION 1. Appeals may be made to the board of governors from the decision or action of any local allied printing trades council. In such case the applicant must within ten days from said decision or action file notice of his intention to appeal with the president, vice-president or secretary-treasurer of the local allied printing trades council; and within thirty days from said decision or action the appellant shall forward to the secretary-treasurer of the board of governors ten typewritten copies of the appeal papers, serving one copy on the president, vice-president or secretary-treasurer of said local allied printing trades council. After such service said local allied printing trades council shall have thirty days in which to file with the secretary-treasurer of said board of governors ten typewritten copies of its answer. And no

such appeal shall be considered by the board of governors unless it shall be approved by the local union of which the appellant is a member; such approval being evidenced by the certificate of the president and secretary of that union; which said certificate shall accompany the appeal papers at the time they are forwarded to the secretary-treasurer of the board of governors.

SEC. 2. When the papers are complete in each case the secretary-treasurer of said board of governors shall forward one copy of the papers to each member of said board of governors. Thereupon each member shall consider the case thus presented to him and within thirty days after the receipt of the documents each of said members shall file an opinion in the case with the secretary-treasurer of the said board of governors, and within thirty days after the opinions of the members have been received by the said secretary-treasurer and submitted to the several members of said board for final action, the members of said board must register their votes on the appeal.

ARTICLE VI

USE OF THE UNION LABEL

SECTION 1. The International Allied Printing Trades Association, by its board of governors, shall procure, own and control the allied printing trades label.

SEC. 2. It shall by action of its board of governors and in accordance with and subject to the provisions of these laws, loan the same to local allied printing trades councils as agents of said International Allied Printing Trades Association upon receipt of a sum of money from the local council, not exceeding ten (10) per cent above the cost of production and distribution of said label.

SEC. 3. No allied printing trades council shall issue any label not procured from said International Allied Printing Trades Association, nor duplicate nor allow

the duplication of said labels except in the case of stereotyped or electrotyped forms, in which case the label appearing in the plate or plates shall be destroyed immediately on completion of the work on which it is used.

SEC. 4. No other body than the local allied printing trades council shall be allowed to grant the use of the allied printing trades label in any jurisdiction: *Provided*, however, That the board of governors of said International Allied Printing Trades Association may order the issuance or withdrawal of the label or issue said label direct where in its judgment said action is necessary.

SEC. 5. All labels must be procured by local councils from the secretary-treasurer of the International Allied Printing Trades Association. Any infraction of this rule shall be deemed sufficient cause for the dissolution of the local council so offending.

SEC. 6. All labels shall be issued or withdrawn by unanimous consent of local councils. Should any cause or grievance arise because of the issuance or withdrawal of the label by any local council, the matter must be presented to said board of governors, and it shall be the duty of said board to consider or reconsider and determine the matter, giving to the parties in interest such opportunity to be heard as the president of the said board of governors may deem needful.

ARTICLE VII

FINANCES

SEC. 1. The necessary funds for the establishment, maintenance and carrying on of this association and its work shall be under the control of the board of governors, and the same shall be furnished by the several groups in the proportions following:

One-half by the members of this association who are also members of the International Typographical Union; one-eighth by the members of this association

who are also members of the International Printing Pressmen and Assistants' Union; one-eighth by the members of this association who are also members of the International Stereotypers' and Electrotypers' Union; one-eighth by the members of this association who are also members of the International Brotherhood of Bookbinders; and one-eighth by the members of this association who are also members of the International Photo-Engravers' Union.

When the board of governors shall determine that any funds are necessary, the secretary-treasurer of this association shall notify the proper officer of each union mentioned in Article II of the proportionate amount due from the members of such union who are also members of this association, and such notice shall be notice to each member of this association who is also a member of such union.

SEC. 2. All funds of the association shall be deposited in bank subject to withdrawal according to regulations adopted by the board.

SEC. 3. The members of the board of governors shall not be paid out of the funds of this association for their services or for their expenses incurred while acting as such members of the board of governors.

SEC. 4. Should any group withdraw from this association then such group shall forfeit all rights and interest in and to any and all labels registered by this association and in and to all property and effects of this association.

ARTICLE VIII

AMENDMENTS

SEC. 1. Amendments to these laws may be made from time to time, as follows: The proposed amendment shall be submitted to the secretary or the secretary-treasurer of each of the international unions mentioned in Article II hereof, to be submitted by him to a general convention of the union or to the

members of the union through their local unions. If the convention on a majority of the members of the international union acting thereon shall assent to the proposed amendment, such assent shall be binding upon all the members belonging to that union and shall operate as the assent of all belonging to that union to the proposed amendment. If the members belonging to all said international unions shall thus signify their assent to the proposed amendment it shall be considered as adopted and shall thenceforth operate as a law of this association.

The above agreement was unanimously ratified at a meeting of representatives of the international unions above mentioned on March 7, 1911.

ROBERT GLOCKLING,
Representing the International Brotherhood of
Bookbinders.

GEORGE L. BERRY,
Representing the International Printing Pressmen
and Assistants' Union, represented at this meet-
ing by Charles B. Crowley as proxy.

JAMES J. FREEL,
Representing the International Stereotypers' and
Electrotypers' Union.

MATTHEW WOLL,
Representing the International Photo-Engravers'
Union.

JAMES M. LYNCH,
HUGO MILLER,
GEORGE A. TRACY,
J. W. HAYS,
Representing the International Typographical Union,
Charles N. Smith representing George A. Tracy
at this meeting.

INSTRUCTIONS TO THOSE APPLY- ING FOR CHARTERS

Applications for charters must be made upon the form prepared therefor, which may be had upon request to any International representative, or will be furnished upon application to the President or Secretary of the International Typographical Union, 640-650 Newton Claypool Building, Indianapolis, Indiana.

It being the duty of the President and Secretary-Treasurer to grant charters, applications may be addressed to either officer.

Each person signing an application for a charter must pay the sum of five (\$5) dollars, \$2 of which must be transmitted to the Secretary-Treasurer of the International Typographical Union in payment for the charter and outfit of supplies.

Ten journeymen compositors or five journeymen of the other allied crafts, constitute a sufficient number to make application for a charter.

Any person under the ban of suspension or expulsion in a subordinate union can not become a charter member of another union.

A union applying for a charter is required to submit its constitution and by-laws, also a list of its officers and members, for examination by the International officers.

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